

THE COMMONWEALTH OF MASSACHUSETTS EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RACHEL KAPRIELIAN Secretary HEATHER E. ROWE Director

Awarding Authority: Division of Fisheries and Wildlife

Contract Number: DFW-2014-013 City/Town: CHESHIRE

Description of Work: Vendor(s) will be required to provide and install a sufficient number of approximately 3-4' minimum diameter

boulders to control ATV access. Boulders should be placed =2' apart and should be set 1-2'

Job Location: Various

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- Awarding authorities must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. Once a contractor has been selected by the awarding authority, the wage schedule shall be made a part of the contract for that project. The wage schedule must be posted in a conspicuous place at the work site during the life of the project in accordance with M.G.L. c. 149, § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project regardless of whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Training (DAT). Apprentices must keep his/her apprentice identification card on his/her person during all work hours on the project. If an apprentice rate is listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAT, the apprentice must be paid the journeyworker's rate for the trade.
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports directly to the awarding authority and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at http://www.mass.gov/dols/pw.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Issue Date: 02/24/2014 **Wage Request Number:** 20140224-035-1

Classification Construction	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$30.95	\$9.41	\$8.80	\$0.00	\$49.16
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.30	\$9.41	\$8.80	\$0.00	\$49.51
	08/01/2014	\$31.30	\$9.91	\$8.80	\$0.00	\$50.01
	12/01/2014	\$31.30	\$9.91	\$9.33	\$0.00	\$50.54
	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$31.02	\$9.41	\$8.80	\$0.00	\$49.23
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.37	\$9.41	\$8.80	\$0.00	\$49.58
	08/01/2014	\$31.37	\$9.91	\$8.80	\$0.00	\$50.08
	12/01/2014	\$31.37	\$9.91	\$9.33	\$0.00	\$50.61
	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$31.14	\$9.41	\$8.80	\$0.00	\$49.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.49	\$9.41	\$8.80	\$0.00	\$49.70
	08/01/2014	\$31.49	\$9.91	\$8.80	\$0.00	\$50.20
	12/01/2014	\$31.49	\$9.91	\$9.33	\$0.00	\$50.73
	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
I ILL DIG FER LOCAL 30 (LONE 3)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR	12/01/2013	\$23.95	\$7.30	\$9.20	\$0.00	\$40.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.70	\$7.30	\$9.20	\$0.00	\$41.20
For apprentice rates see "Apprentice- LABORER"	12/01/2014	\$25.45	\$7.30	\$9.20	\$0.00	\$41.95

Issue Date: 02/24/2014 **Wage Request Number:** 20140224-035-1 **Page 2 of 45**

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/01/2013	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	12/01/2014	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	12/01/2013	\$27.61	\$10.40	\$5.45	\$0.00	\$43.46
HEAT & PROST INSOLATORS LOCAL V (SI KINOPIELD)	06/01/2014	\$28.42	\$10.40	\$5.45	\$0.00	\$44.27
	12/01/2014	\$29.23	\$10.40	\$5.45	\$0.00	\$45.08
	06/01/2015	\$30.09	\$10.40	\$5.45	\$0.00	\$45.94
	12/01/2015	\$30.94	\$10.40	\$5.45	\$0.00	\$46.79
ASPHALT RAKER	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
For apprentice rates see "Apprentice- LABORER"						
ASPHALT RAKER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
LABORERS - LONE 4 (HEAV I & HIGHWAT)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
	12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
AUTOMATIC GRADER-EXCAVATOR (RECLAIMER) OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
OF ERATING ENGINEERS LOCAL 90	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
JI EKATING ENGINEERS EGCAL 90	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
ELDORERO ESTE PEDELDITO CONTEN	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
For apprentice rates see "Apprentice- LABORER"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2013	\$23.95	\$7.30	\$9.20	\$0.00	\$40.45
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.70	\$7.30	\$9.20	\$0.00	\$41.20
	12/01/2014	\$25.45	\$7.30	\$9.20	\$0.00	\$41.95
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY &	12/01/2013	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	12/01/2014	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
BOILER MAKER BOILERMAKERS LOCAL 29	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85

	ctive Date - 01/01/2010					Supplemental		
Step	percent	Appre	ntice Base Wage	Health	Pension	Unemployment	Total Rate	;
1	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66	·)
2	65		\$24.51	\$6.97	\$11.18	\$0.00	\$42.66)
3	70		\$26.39	\$6.97	\$11.18	\$0.00	\$44.54	ŀ
4	75		\$28.28	\$6.97	\$11.18	\$0.00	\$46.43	;
5	80		\$30.16	\$6.97	\$11.18	\$0.00	\$48.31	
6	85		\$32.05	\$6.97	\$11.18	\$0.00	\$50.20)
7	90		\$33.93	\$6.97	\$11.18	\$0.00	\$52.08	;
8	95		\$35.82	\$6.97	\$11.18	\$0.00	\$53.97	,
Note								
į								
App	rentice to Journeyworker	Ratio:1:5						
	TFICIAL MASONRY (INC	CL. MASONRY	09/02/2013	3 \$36.56	\$10.18	\$16.31	\$0.00	\$63.05
TERPROOFING)) SPRINGFIELD/PITTSFIELD)		03/03/2014	\$36.56	\$10.18	\$16.31	\$0.00	\$63.05
	01 111.101 1111.1111.1111.1111.1111.111		09/01/2014	\$37.46	\$10.18	\$16.38	\$0.00	\$64.02
			03/02/2013	\$38.02	\$10.18	\$16.38	\$0.00	\$64.58
			08/31/2015	\$38.92	\$10.18	\$16.45	\$0.00	\$65.55
			02/29/2010	\$39.49	\$10.18	\$16.45	\$0.00	\$66.12
			09/05/2010	\$40.39	\$10.18	\$16.53	\$0.00	\$67.10
			02/27/2017	7 \$40.96	\$10.18	\$16.53	\$0.00	\$67.67

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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Springfield/Pittsfield

1 50 2 60 3 70 4 80 5 90 Effective Da Step pere 1 50 2 60 3 70 4 80 5 90 Notes:	ate - 03/03/2014 cent	\$21.94 \$25.59 \$29.25 \$32.90 Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 \$10.18 \$10.18 \$10.18 Health \$10.18 \$10.18	Pension \$16.31 \$16.31 \$16.31 \$16.31 Pension \$16.31 \$16.31	Supplemental Unemployment \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	Total Rate \$44.77 \$48.43 \$52.08 \$55.74 \$59.39 Total Rate \$44.77	
2 60 3 70 4 80 5 90 Effective Day Step pered 1 50 2 60 3 70 4 80 5 90 Notes: Apprentice BULLDOZER/POWER SHO	ate - 03/03/2014 cent	\$21.94 \$25.59 \$29.25 \$32.90 Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 \$10.18 \$10.18 Health \$10.18 \$10.18 \$10.18	\$16.31 \$16.31 \$16.31 \$16.31 Pension \$16.31 \$16.31	\$0.00 \$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$48.43 \$52.08 \$55.74 \$59.39	
3 70 4 80 5 90 Effective Day Step percentage of the percentage of	ate - 03/03/2014 cent	\$25.59 \$29.25 \$32.90 Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 \$10.18 Health \$10.18 \$10.18	\$16.31 \$16.31 \$16.31 Pension \$16.31 \$16.31	\$0.00 \$0.00 \$0.00 Supplemental Unemployment	\$52.08 \$55.74 \$59.39 Total Rate	
4 80 5 90 Effective Da Step percentage 1 50 2 60 3 70 4 80 5 90 Notes:	ate - 03/03/2014 cent	\$29.25 \$32.90 Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 Health \$10.18 \$10.18	\$16.31 \$16.31 Pension \$16.31 \$16.31	\$0.00 \$0.00 Supplemental Unemployment	\$55.74 \$59.39 Total Rate	
5 90 Effective Day Step percent	ate - 03/03/2014 cent	\$32.90 Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	\$10.18 Health \$10.18 \$10.18 \$10.18	\$16.31 Pension \$16.31 \$16.31	\$0.00 Supplemental Unemployment \$0.00	\$59.39 Total Rate	,
Step pero 1 50 2 60 3 70 4 80 5 90 Notes: Apprentice BULLDOZER/POWER SHOELD S	ate - 03/03/2014 cent	Apprentice Base Wage \$18.28 \$21.94 \$25.59 \$29.25	Health \$10.18 \$10.18 \$10.18	Pension \$16.31 \$16.31	Supplemental Unemployment \$0.00	Total Rate	:
Step percentice Step percentice	cent	\$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 \$10.18	\$16.31 \$16.31	Unemployment \$0.00		
1 50 2 60 3 70 4 80 5 90 Notes:		\$18.28 \$21.94 \$25.59 \$29.25	\$10.18 \$10.18 \$10.18	\$16.31 \$16.31	Unemployment \$0.00		
2 60 3 70 4 80 5 90 Notes: Apprentice BULLDOZER/POWER SHO		\$21.94 \$25.59 \$29.25	\$10.18 \$10.18	\$16.31		\$44.77	
3 70 4 80 5 90 Notes: Apprentice BULLDOZER/POWER SHO ENGINEERS LOCAL 98		\$25.59 \$29.25	\$10.18		¢0.00		
4 80 5 90 Notes: Apprentice BULLDOZER/POWER SHO ENGINEERS LOCAL 98		\$29.25			\$0.00	\$48.43	
5 90 Notes:				\$16.31	\$0.00	\$52.08	
Notes: Apprentice BULLDOZER/POWER SHO ENGINEERS LOCAL 98 For apprentice rates see "Appre		\$32.90	\$10.18	\$16.31	\$0.00	\$55.74	
Apprentice BULLDOZER/POWER SHO ENGINEERS LOCAL 98 For apprentice rates see "Appre			\$10.18	\$16.31	\$0.00	\$59.39	
BULLDOZER/POWER SHO ENGINEERS LOCAL 98 For apprentice rates see "Appre							
BULLDOZER/POWER SHO ENGINEERS LOCAL 98 For apprentice rates see "Appre						i	
ENGINEERS LOCAL 98 For apprentice rates see "Appre	to Journeyworker Ratio:1:5						
For apprentice rates see "Appre		12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
	/CLAM SHELLOPERATING	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
		12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
		06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
	entice- OPERATING ENGINEERS"	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
		12/01/2013	3 \$34.45	\$7.30	\$12.90	\$0.00	\$54.65
LABORERS - FOUNDATION AND M	MARINE	06/01/2014		\$7.30	\$12.90	\$0.00	\$55.40
		12/01/2014		\$7.30	\$12.90	\$0.00	\$56.15
		06/01/2015		\$7.30	\$12.90	\$0.00	\$56.90
		12/01/2015		\$7.30	\$12.90	\$0.00	\$57.65
		06/01/2016		\$7.30	\$12.90	\$0.00	\$58.40
		12/01/2016		\$7.30	\$12.90	\$0.00	\$59.40
For apprentice rates see "Appre	entice- LABORER"		, , , , , ,	*			
CAISSON & UNDERPINNI		12/01/2013	3 \$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION AND N	MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
		12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
		06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
		12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
		06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
For apprentice rates see "A name		12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Appre	artica I ADODEDII						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CAISSON & UNDERPINNING TOP MAN	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
LABORERS - FOUNDATION AND MARINE	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
For appropriate and the second of the ADODER!	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CARBIDE CORE DRILL OPERATOR LABORERS - ZONE 4 (BUILDING & SITE)	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
For apprentice rates see "Apprentice- LABORER"						
CARPENTER	09/02/2013	\$31.79	\$7.20	\$13.36	\$0.00	\$52.35
CARPENTERS LOCAL 108 - BERKSHIRE COUNTY	03/03/2014	\$32.54	\$7.20	\$13.36	\$0.00	\$53.10
	09/01/2014	\$33.29	\$7.20	\$13.36	\$0.00	\$53.85
	03/02/2015	\$34.09	\$7.20	\$13.36	\$0.00	\$54.65
	08/31/2015	\$34.89	\$7.20	\$13.36	\$0.00	\$55.45
	02/29/2016	\$35.64	\$7.20	\$13.36	\$0.00	\$56.20

Apprentice - CARPENTER - Local 108 Berkshire

Effect Step	tive Date -	09/02/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$15.90	\$7.20	\$1.12	\$0.00	\$24.22
2	60		\$19.07	\$7.20	\$1.12	\$0.00	\$27.39
3	70		\$22.25	\$7.20	\$10.00	\$0.00	\$39.45
4	75		\$23.84	\$7.20	\$10.00	\$0.00	\$41.04
5	80		\$25.43	\$7.20	\$11.12	\$0.00	\$43.75
6	80		\$25.43	\$7.20	\$11.12	\$0.00	\$43.75
7	90		\$28.61	\$7.20	\$12.24	\$0.00	\$48.05
8	90		\$28.61	\$7.20	\$12.24	\$0.00	\$48.05
Effect	tive Date -	03/03/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$16.27	\$7.20	\$1.12	\$0.00	\$24.59
2	60		\$19.52	\$7.20	\$1.12	\$0.00	\$27.84
			\$22.78	\$7.20	\$10.00	\$0.00	\$39.98
3	70		\$22.70	\$7.20	\$10.00	Ψ0.00	40,00
3	70 75		\$24.41	\$7.20	\$10.00	\$0.00	\$41.61
							\$41.61
4	75		\$24.41	\$7.20	\$10.00	\$0.00	\$41.61 \$44.35
4 5	75 80		\$24.41 \$26.03	\$7.20 \$7.20	\$10.00 \$11.12	\$0.00 \$0.00	

Apprentice to Journeyworker Ratio:**

7\$49.17/8\$50.76

** 1: 1-5/2: 6-8/3:9-11/Steps: 6 mos (600 hrs)/rates by step

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				01/01/2013	\$36.30	\$10.65	ψ13./ T	\$1.50	\$04.43
				07/01/2015	\$39.32	\$10.85	\$13.94	\$1.30	\$65.41
				01/01/2016	\$39.90	\$10.85	\$13.94	\$1.30	\$65.99
	Appre Effecti Step	ntice - CEMENT M ive Date - 01/01/20 percent		ingfield/Pittsf Base Wage		Pension	Supplemental Unemployment	Total R	ate
	1	0		\$0.00	\$0.00	\$0.00	\$0.00	\$0.	00
		1\$46.21/2\$52.07/3\$	all be no less than the following 55.25/4\$58.43/5\$61.61/6\$64. s. All other steps are 1,000 hrs.	79/7\$70.15					
HAIN SAW			Ki Katio.1.5	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
ABORERS - ZON				06/01/2014		\$7.30 \$7.30	\$9.20	\$0.00	\$39.93 \$40.70
				12/01/2014		\$7.30	\$9.20	\$0.00	\$40.70
For apprentic	ce rates see '	'Apprentice- LABORER"		12/01/2014	\$24.93	\$7.30	\$7.20	\$0.00	\$41.43
COMPRESSOR OPERATOR			12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31	
PERATING ENC	GINEERS LO	OCAL 98		06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
				12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
				06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
				12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
		'Apprentice- OPERATING	ENGINEERS"						
RANE OPEI PERATING ENC		OC 41, 08		12/01/2013	\$35.18	\$9.70	\$10.46	\$0.00	\$55.34
ENATING ENC	μινεέκο Ε(JCAL 70		06/01/2014	\$36.63	\$9.70	\$10.46	\$0.00	\$56.79
				12/01/2014	\$37.58	\$9.70	\$10.46	\$0.00	\$57.74
				06/01/2015	\$38.58	\$9.70	\$10.46	\$0.00	\$58.74
_				12/01/2015	\$39.58	\$9.70	\$10.46	\$0.00	\$59.74
		'Apprentice- OPERATING	ENGINEERS"						
ELEADER (<i>unters loca</i>	•	*		01/01/2014		\$7.85	\$16.10	\$0.00	\$69.86
				07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
				01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
				07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
				01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
				07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
				01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Effective Date

01/01/2014

07/01/2014

01/01/2015

Base Wage

\$36.83

\$37.79

\$38.36

Health

\$10.85

\$10.85

\$10.85

Pension

\$13.94

\$13.94

\$13.94

Classification

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (SPRINGFIELD/PITTSFIELD)

Supplemental

\$1.30

\$1.30

\$1.30

Unemployment

Total Rate

\$62.92

\$63.88

\$64.45

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	Step	ve Date - 01/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$22.96	\$7.85	\$0.00	\$0.00	\$30.81	
	2	55	\$25.25	\$7.85	\$3.66	\$0.00	\$36.76	
	3	60	\$27.55	\$7.85	\$3.99	\$0.00	\$39.39	
	4	65	\$29.84	\$7.85	\$4.32	\$0.00	\$42.01	
	5	70	\$32.14	\$7.85	\$14.11	\$0.00	\$54.10	
	6	75	\$34.43	\$7.85	\$14.44	\$0.00	\$56.72	
	7	80	\$36.73	\$7.85	\$14.77	\$0.00	\$59.35	
	8	90	\$41.32	\$7.85	\$15.44	\$0.00	\$64.61	
		ve Date - 07/01/2014	Amment's Description	II M.	Demail	Supplemental	T. (.1 D. (.	
	Step	percent	Apprentice Base Wage		Pension	Unemployment	Total Rate	
	1	50	\$23.38	\$7.85	\$0.00	\$0.00	\$31.23	
	2	55	\$25.72	\$7.85	\$3.66	\$0.00	\$37.23	
	3	60	\$28.06	\$7.85	\$3.99	\$0.00	\$39.90	
	4	65	\$30.39	\$7.85	\$4.32	\$0.00	\$42.56	
	5	70	\$32.73	\$7.85	\$14.11	\$0.00	\$54.69	
	6	75	\$35.07	\$7.85	\$14.44	\$0.00	\$57.36	
	7	80	\$37.41	\$7.85	\$14.77	\$0.00	\$60.03	
	8	90	\$42.08	\$7.85	\$15.44	\$0.00	\$65.37	
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
EMO: ADZEN		NING & GITTE	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
4BORERS - ZONE	4 (BUILL	DING & SITE)	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
			12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
			06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
For apprentice	rates see ".	Apprentice- LABORER"	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
		DADER/HAMMER OPERATOR	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
ABORERS - ZONE			06/01/2014		\$7.30	\$12.70	\$0.00	\$55.25
			12/01/2014		\$7.30	\$12.70	\$0.00	\$56.00
			06/01/2015		\$7.30	\$12.70	\$0.00	\$56.75
			12/01/2015		\$7.30	\$12.70	\$0.00	\$57.50
		Apprentice- LABORER"						
EMO: BURNI Aborers - zone		DING & SITE)	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
20112	, 111	,	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
			12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
			06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
			12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: CONCRETE CUTTER/SAWYER	12/01/2013	\$34.50	\$7.30	\$12.70	\$0.00	\$54.50
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$35.25	\$7.30	\$12.70	\$0.00	\$55.25
	12/01/2014	\$36.00	\$7.30	\$12.70	\$0.00	\$56.00
	06/01/2015	\$36.75	\$7.30	\$12.70	\$0.00	\$56.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$37.50	\$7.30	\$12.70	\$0.00	\$57.50
DEMO: JACKHAMMER OPERATOR	12/01/2013	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	12/01/2014	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	06/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$37.25	\$7.30	\$12.70	\$0.00	\$57.25
DEMO: WRECKING LABORER	12/01/2013	\$33.50	\$7.30	\$12.70	\$0.00	\$53.50
ABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$34.25	\$7.30	\$12.70	\$0.00	\$54.25
	12/01/2014	\$35.00	\$7.30	\$12.70	\$0.00	\$55.00
	06/01/2015	\$35.75	\$7.30	\$12.70	\$0.00	\$55.75
	12/01/2015	\$36.50	\$7.30	\$12.70	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DIVER	08/01/2013	\$56.14	\$9.80	\$18.17	\$0.00	\$84.11
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER	08/01/2013	\$40.10	\$9.80	\$18.17	\$0.00	\$68.07
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT)	08/01/2013	\$60.15	\$9.80	\$18.17	\$0.00	\$88.12
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT)	08/01/2013	\$84.21	\$9.80	\$18.17	\$0.00	\$112.18
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN (Including Core Drilling) ELECTRICIANS LOCAL 7	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17

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	Step	ve Date - 12/30, percent	Apprent	ice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	40		\$14.74	\$4.00	\$0.44	\$0.00	\$19.18	
	2	45		\$16.59	\$4.00	\$0.50	\$0.00	\$21.09	
	3	50		\$18.43	\$9.05	\$5.20	\$0.00	\$32.68	
	4	55		\$20.27	\$9.05	\$5.26	\$0.00	\$34.58	
	5	65		\$23.96	\$9.05	\$6.37	\$0.00	\$39.38	
	6	70		\$25.80	\$9.05	\$7.42	\$0.00	\$42.27	
	Notes:		03/2\$29.93/3\$36.48/4\$38.38/90 hrs; Steps 3-6 are 1500 hrs.	5\$42.72/6\$44.83	1				
			orker Ratio:2:3****						
EVATOR CONS				01/01/2014	\$46.92	\$12.73	\$13.46	\$0.00	\$73.11
EVATOR CONS	IKUCIUR	S LUCAL 41		01/01/2015	\$47.73	\$13.58	\$14.21	\$0.00	\$75.52
				01/01/2016	\$48.77	\$14.43	\$14.96	\$0.00	\$78.16
				01/01/2017	\$49.90	\$15.28	\$15.71	\$0.00	\$80.89
	1 2	50 55			\$12.73 \$12.73	\$13.46 \$13.46	\$0.00 \$0.00	\$49.65 \$52.00	
	2	55							
	3	65		\$30.50	\$12.73	\$13.46	\$0.00	\$56.69	
	4	70		\$32.84	\$12.73	\$13.46	\$0.00	\$59.03	
	5	80		\$37.54	\$12.73	\$13.46	\$0.00	\$63.73	
		ve Date - 01/01			44		Supplemental		
	Step	percent	Apprent	ice Base Wage		Pension	Unemployment	Total Rate	
	1	50			\$13.58	\$14.21	\$0.00	\$51.66	
	2	55			\$13.58	\$14.21	\$0.00	\$54.04	
	3	65 5 3			\$13.58	\$14.21	\$0.00	\$58.81	
	4 5	70 80			\$13.58 \$13.58	\$14.21 \$14.21	\$0.00 \$0.00	\$61.20 \$65.97	
	Notes:								
	Totes.	Steps 1-2 are 6 m	os.; Steps 3-5 are 1 year						
		ntice to Journeyw	orker Ratio:1:1						
	Appre								
	ONSTR	UCTOR HELPER		01/01/2014	\$32.84	\$12.73	\$13.46	\$0.00	\$59.03
LEVATOR C	ONSTR	UCTOR HELPER		01/01/2014 01/01/2015			\$13.46 \$14.21	\$0.00 \$0.00	\$59.03 \$61.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FENCE & BEAM RAIL ERECTOR	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
For apprentice rates see "Apprentice- LABORER"	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
	12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
FIELD ENG.INST/ROD-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$18.84	\$4.80	\$4.10	\$0.00	\$27.74
FIELD ENG.PARTY CHIEF:BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$21.33	\$4.80	\$4.10	\$0.00	\$30.23
FIELD ENG.SURVEY CHIEF-BLDG,SITE,HVY/HWY OPERATING ENGINEERS LOCAL 98	06/01/1999	\$22.33	\$4.80	\$4.10	\$0.00	\$31.23
FIRE ALARM INSTALLER ELECTRICIANS LOCAL 7	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING ELECTRICIANS	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
OI ENATINO ENGINEERS LOCAL 90	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21

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Pension

	Step	ve Date - 12/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$18.69	\$9.70	\$10.46	\$0.00	\$38.85	
	2	70	\$21.81	\$9.70	\$10.46	\$0.00	\$41.97	
	3	80	\$24.92	\$9.70	\$10.46	\$0.00	\$45.08	
	4	90	\$28.04	\$9.70	\$10.46	\$0.00	\$48.20	
	Effecti	ve Date - 06/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$19.26	\$9.70	\$10.46	\$0.00	\$39.42	
	2	70	\$22.47	\$9.70	\$10.46	\$0.00	\$42.63	
	3	80	\$25.68	\$9.70	\$10.46	\$0.00	\$45.84	
	4	90	\$28.89	\$9.70	\$10.46	\$0.00	\$49.05	
	Notes:	Steps 1-2 are 1000 hrs.; Steps 3-4 a	re 2000 hrs.					
	Appre	ntice to Journeyworker Ratio:1:6						
		ER (HEAVY & HIGHWAY)	12/01/2013	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
BORERS - ZONI	E 4 (HEAV.	Y & HIGHWAY)	06/01/2014	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
			12/01/2014	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
			06/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
			12/01/2015	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
			06/01/2016	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
_			12/01/2016	\$20.50	\$7.30	\$11.75	\$0.00	\$39.55
For apprentice	rates see "	Apprentice- LABORER (Heavy and Highway)					
OODCOVE	DED	FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE III		\$31.04	\$7.20	\$13.36	\$0.00	\$51.60

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Apprentice - FLOORCOVERER - Local 2168 Zone III

Effective Date - 09/01/2013
Step percent Apprentice Base Wage Health Pension Unemployment Total Rate

	Effecti	ve Date -	09/01/2013				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50		\$15.52	\$7.20	\$1.12	\$0.00	\$23.84	
	2	55		\$17.07	\$7.20	\$1.12	\$0.00	\$25.39	
	3	60		\$18.62	\$7.20	\$10.00	\$0.00	\$35.82	
	4	65		\$20.18	\$7.20	\$10.00	\$0.00	\$37.38	
	5	70		\$21.73	\$7.20	\$11.12	\$0.00	\$40.05	
	6	75		\$23.28	\$7.20	\$11.12	\$0.00	\$41.60	
	7	80		\$24.83	\$7.20	\$12.24	\$0.00	\$44.27	
	8	85		\$26.38	\$7.20	\$12.24	\$0.00	\$45.82	
	Effection Step	ve Date -	03/01/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
-	1	50							
	2	55		\$15.52 \$17.07	\$7.20 \$7.20	\$1.12 \$1.12	\$0.00 \$0.00	\$23.84 \$25.39	
	3	60		\$17.07 \$18.62	\$7.20 \$7.20	\$1.12	\$0.00	\$23.39 \$35.82	
	4	65		\$20.18	\$7.20	\$10.00	\$0.00	\$37.38	
	5	70		\$21.73	\$7.20	\$10.00	\$0.00	\$40.05	
	6	75		\$23.28	\$7.20	\$11.12	\$0.00	\$40.03	
	7	80		\$24.83	\$7.20	\$12.24	\$0.00	\$44.27	
	8	85		\$26.38	\$7.20	\$12.24	\$0.00	\$45.82	
<u>-</u> I	Notes:								
 	riotes.	Steps are	750 hrs.						
	Appre	ntice to Jo	urneyworker Ratio:1:1						
FORK LIFT OPERATING ENGIN	EEDS L	0041.08		12/01/2013	\$31.37	\$9.70	\$10.46	\$0.00	\$51.53
OF EKATING ENGIN	EEKS LC	CAL 90		06/01/2014	\$32.32	\$9.70	\$10.46	\$0.00	\$52.48
				12/01/2014	\$33.27	\$9.70	\$10.46	\$0.00	\$53.43
				06/01/2015	\$34.27	\$9.70	\$10.46	\$0.00	\$54.43
For apprentice ra	ates see ".	Apprentice- C	DPERATING ENGINEERS"	12/01/2015	\$35.27	\$9.70	\$10.46	\$0.00	\$55.43
GENERATORS/				12/01/2013	\$27.92	\$9.70	\$10.46	\$0.00	\$48.08
OPERATING ENGIN				06/01/2014			\$10.46	\$0.00	\$49.03
				12/01/2014			\$10.46	\$0.00	\$49.98
				06/01/2015			\$10.46	\$0.00	\$50.98
				12/01/2015			\$10.46	\$0.00	\$51.98
For apprentice ra	ates see "	Apprentice- C	PERATING ENGINEERS"						
,	SS PL	ANK/AIR	BARRIER/INTERIOR	06/01/2013	\$34.18	\$9.35	\$7.50	\$0.00	\$51.03
SYSTEMS) GLAZIERS LOCAL 1.	333			06/01/2014	\$34.58	\$9.80	\$7.75	\$0.00	\$52.13
							00.00	# 0.00	A = 2 2 2
				06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33

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Apprentice - *GLAZIER - Local 1333*

	Effecti	ive Date - 06/01/2013						
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50	\$17.09	\$9.35	\$1.00	\$0.00	\$27.44	
	2	56	\$19.23	\$9.35	\$1.00	\$0.00	\$29.58	
	3	63	\$21.36	\$9.35	\$1.50	\$0.00	\$32.21	
	4	69	\$23.50	\$9.35	\$1.50	\$0.00	\$34.35	
	5	75	\$25.64	\$9.35	\$2.00	\$0.00	\$36.99	
	6	81	\$27.77	\$9.35	\$2.00	\$0.00	\$39.12	
	7	88	\$29.91	\$9.35	\$7.50	\$0.00	\$46.76	
	8	94	\$32.04	\$9.35	\$7.50	\$0.00	\$48.89	
	Effecti	ive Date - 06/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	50	\$17.29	\$9.80	\$1.00	\$0.00	\$28.09	
	2	56	\$19.45	\$9.80	\$1.00	\$0.00	\$30.25	
	3	63	\$21.61	\$9.80	\$1.50	\$0.00	\$32.91	
	4	69	\$23.77	\$9.80	\$1.50	\$0.00	\$35.07	
	5	75	\$25.94	\$9.80	\$2.00	\$0.00	\$37.74	
	6	81	\$28.10	\$9.80	\$2.00	\$0.00	\$39.90	
	7	88	\$30.26	\$9.80	\$7.75	\$0.00	\$47.81	
	8	94	\$32.42	\$9.80	\$7.75	\$0.00	\$49.97	
	Notes:							
	Appre	entice to Journeyworker Ratio:1:3						
		G MACHINE/DERRICK	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
OPERATING ENG	INEERS LO	OCAL 98	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
			12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
			06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
For apprentice	For apprentice rates see "Apprentice- OPERATING ENGINEERS" HVAC (DUCTWORK) SHEETMETAL WORKERS LOCAL 63		12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
HVAC (DUCT			01/01/2014	\$32.29	\$8.64	\$13.45	\$1.64	\$56.02
		"Apprentice- SHEET METAL WORKER"						
HVAC (ELEC'		CONTROLS)	12/30/2013	\$36.86	\$9.05	\$9.26	\$0.00	\$55.17
For apprentice	e rates see '	"Apprentice- ELECTRICIAN"						
HVAC (TESTI		D BALANCING - AIR) OCAL 63	01/01/2014	\$32.29	\$8.64	\$13.45	\$1.64	\$56.02
For apprentice	e rates see '	"Apprentice- SHEET METAL WORKER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
HVAC (TESTING AND BALANCING -WATER)	09/17/2013	\$34.78	\$8.30	\$13.75	\$0.00	\$56.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2014	\$35.28	\$8.30	\$13.75	\$0.00	\$57.33
	09/17/2014	\$35.78	\$8.30	\$13.75	\$0.00	\$57.83
	03/17/2015	\$36.53	\$8.30	\$13.75	\$0.00	\$58.58
	09/17/2015	\$37.28	\$8.30	\$13.75	\$0.00	\$59.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2016	\$38.28	\$8.30	\$13.75	\$0.00	\$60.33
HVAC MECHANIC	09/17/2013	\$34.78	\$8.30	\$13.75	\$0.00	\$56.83
PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	03/17/2014	\$35.28	\$8.30	\$13.75	\$0.00	\$57.33
	09/17/2014	\$35.78	\$8.30	\$13.75	\$0.00	\$57.83
	03/17/2015	\$36.53	\$8.30	\$13.75	\$0.00	\$58.58
	09/17/2015	\$37.28	\$8.30	\$13.75	\$0.00	\$59.33
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"	03/17/2016	\$38.28	\$8.30	\$13.75	\$0.00	\$60.33
HYDRAULIC DRILLS (HEAVY & HIGHWAY)	12/01/2013	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
ABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	12/01/2014	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	06/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	12/01/2015	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	06/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$28.17	\$7.30	\$11.75	\$0.00	\$47.22
NSULATOR (PIPES & TANKS)	09/01/2013	\$33.69	\$10.95	\$12.10	\$0.00	\$56.74
HEAT & FROST INSULATORS LOCAL 6 (SPRINGFIELD)	09/01/2014	\$35.69	\$10.95	\$12.10	\$0.00	\$58.74

Step	ve Date - 09/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$16.85	\$10.95	\$9.00	\$0.00	\$36.80
2	60	\$20.21	\$10.95	\$9.62	\$0.00	\$40.78
3	70	\$23.58	\$10.95	\$10.24	\$0.00	\$44.77
4	80	\$26.95	\$10.95	\$10.86	\$0.00	\$48.76
Effecti	ve Date - 09/01/2014				Supplemental	
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50	\$17.85	\$10.95	\$9.00	\$0.00	\$37.80
2	60	\$21.41	\$10.95	\$9.62	\$0.00	\$41.98
3	70	\$24.98	\$10.95	\$10.24	\$0.00	\$46.17
4	80	\$28.55	\$10.95	\$10.86	\$0.00	\$50.36
Notes:						
j	Steps are 1 year					
Appre	ntice to Journeyworker Ratio:1:4					

05/14/2014 \$30.05 \$6.20 \$15.90 \$0.00 \$52.15

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		ntice - IRONWORKER - Local 12						
	Effecti Step	ive Date - 05/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	60	\$17.10	\$6.05	\$2.30	\$0.00	\$25.45	
	2	70	\$19.95	\$6.05	\$11.33	\$0.00	\$37.33	
	3	80	\$22.80	\$6.05	\$12.62	\$0.00	\$41.47	
	4	90	\$25.65	\$6.05	\$13.91	\$0.00	\$45.61	
	Effecti	ive Date - 05/14/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$18.03	\$6.05	\$2.30	\$0.00	\$26.38	
	2	70	\$21.04	\$6.05	\$11.33	\$0.00	\$38.42	
	3	80	\$24.04	\$6.05	\$12.62	\$0.00	\$42.71	
	4	90	\$27.05	\$6.05	\$13.91	\$0.00	\$47.01	
	Notes:							
		Steps are 1 year					į	
	Appre	entice to Journeyworker Ratio:1:4						
		VING BREAKER OPERATOR	12/01/2013	3 \$23.45	\$7.30	\$9.20	\$0.00	\$39.95
LABORERS - ZONE 4 (BUILDING & SITE)		06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70	
For apprentice r	ates see '	"Apprentice- LABORER"	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
LABORER	4 (DIIII)	DIVO 4 GITE)	12/01/2013	3 \$23.20	\$7.30	\$9.20	\$0.00	\$39.70
LABORERS - ZONE	4 (BUILI	DING & SHE)	06/01/2014	\$23.95	\$7.30	\$9.20	\$0.00	\$40.45
			12/01/2014	\$24.70	\$7.30	\$9.20	\$0.00	\$41.20

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Pension

LABORER (HEAVY & HIGHWAY)	12/01/2013	\$24.17	\$7.30	\$11.75	\$0.00	\$43.22
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$24.67	\$7.30	\$11.75	\$0.00	\$43.72
	12/01/2014	\$25.17	\$7.30	\$11.75	\$0.00	\$44.22
	06/01/2015	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
	12/01/2015	\$26.17	\$7.30	\$11.75	\$0.00	\$45.22
	06/01/2016	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
	12/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.47

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Sep			tice - LABORER (H		Zone 4					
1 60					orentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Part										
Section Sect		2								
Effective Date		3								
Notes:										
Notes:		Effective Date 06/01/2014		4						
Notes:					orentice Base Wage	Health	Pension		Total Rate	
Notes:		1	60		\$14.80	\$7.30	\$11.75	\$0.00	\$33.85	
Notes:		2	70		\$17.27	\$7.30	\$11.75	\$0.00	\$36.32	
Notes:		3	80		\$19.74	\$7.30	\$11.75	\$0.00	\$38.79	
Apprentice to Journeyworker Ratio:1:5 LABORER: CARPENTER TENDER LABORER: CARPENTER TENDER 12/01/2014 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 \$40.45 \$12/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 \$12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 \$14.20 \$12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 \$14.20		4	90		\$22.20	\$7.30	\$11.75	\$0.00	\$41.25	
LABORER: CARPENTER TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70		Notes:								
LABORER: CARPENTER TENDER		Annren		or Ratio:1:5						
LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45	LABORER: CA			Tatio.1.5	12/01/2013	\$23.20	\$7.30	\$9.20	\$0.00	\$39.70
12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20	LABORERS - ZONE	ABORERS - ZONE 4 (BUILDING & SITE)								
LABORER: CAMENT FINISHER TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70										
LABORERS - ZONE 4 (BUILDING & SITE) D6(01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45	For apprentice	rates see "A	Apprentice- LABORER"		,,	4=	4,100		•	+
Month Section Sectio				12/01/2013	\$23.20	\$7.30	\$9.20	\$0.00	\$39.70	
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2013 \$23.30 \$7.30 \$9.20 \$0.00 \$39.80 LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER 12/01/2014 \$24.05 \$7.30 \$9.20 \$0.00 \$40.55 12/01/2014 \$24.80 \$7.30 \$9.20 \$0.00 \$41.30 For apprentice rates see "Apprentice-LABORER" 12/01/2013 \$23.45 \$7.30 \$9.20 \$0.00 \$39.95 LABORER: MASON TENDER 12/01/2013 \$23.45 \$7.30 \$9.20 \$0.00 \$39.95 LABORER: MASON TENDER 12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$40.70 12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$41.45 For apprentice rates see "Apprentice-LABORER" 12/01/2013 \$24.42 \$7.30 \$11.75 \$0.00 \$43.47 LABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2014 \$24.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$46.72 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 LABORER: MULTI-TRADE TENDER 12/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.90 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.90 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30	LABORERS - ZONE	4 (BUILD	ING & SITE)		06/01/2014	\$23.95	\$7.30	\$9.20	\$0.00	\$40.45
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 4 (BUILDING & SITE) D6/01/2014					12/01/2014	\$24.70	\$7.30	\$9.20	\$0.00	\$41.20
ABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$24.05 \$7.30 \$9.20 \$0.00 \$40.55 12/01/2014 \$24.80 \$7.30 \$9.20 \$0.00 \$41.30 For apprentice rates see "Apprentice- LABORER" LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$24.20 \$7.30 \$9.20 \$0.00 \$39.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$24.20 \$7.30 \$9.20 \$0.00 \$40.70 12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$41.45 For apprentice rates see "Apprentice- LABORER" LABORERS - ZONE 4 (HEAVY & HIGHWAY) 12/01/2013 \$24.42 \$7.30 \$11.75 \$0.00 \$43.47 LABORERS - ZONE 4 (HEAVY & HIGHWAY) 12/01/2014 \$24.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2016 \$25.92 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$9.20 \$0.00 \$39.70 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.92 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$										
Continue				OS REMOVER	12/01/2013	\$23.30	\$7.30			\$39.80
LABORER: MASON TENDER 12/01/2013 \$23.45 \$7.30 \$9.20 \$0.00 \$39.95 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$24.20 \$7.30 \$9.20 \$0.00 \$40.70 12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$41.45 For apprentice rates see "Apprentice-LABORER" 12/01/2013 \$24.42 \$7.30 \$11.75 \$0.00 \$43.47 LABORERS - ZONE 4 (HEAVY & HIGHWAY) 12/01/2014 \$24.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2016 \$25.92 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 For apprentice rates see "Apprentice-LABORER (Heavy and Highway) LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$39.70 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$1		`	,		06/01/2014	\$24.05			\$0.00	
LABORER: MASON TENDER LABORERS - ZONE 4 (BUILDING & SITE) 12/01/2014	For apprentice	ratas saa "/	Apprentice LABORER"		12/01/2014	\$24.80	\$7.30	\$9.20	\$0.00	\$41.30
LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$24.20 \$7.30 \$9.20 \$0.00 \$40.70 12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$41.45 For apprentice rates see "Apprentice-LABORER (HEAVY & HIGHWAY) LABORERS - ZONE 4 (HEAVY & HIGHWAY) 12/01/2013 \$24.42 \$7.30 \$11.75 \$0.00 \$43.47 12/01/2014 \$22.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.47 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 EABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 12/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20					12/01/2012	\$22.45	\$7.20	\$0.20	00.00	\$20.05
12/01/2014 \$24.95 \$7.30 \$9.20 \$0.00 \$41.45										
LABORER: MASON TENDER (HEAVY & HIGHWAY) 12/01/2013 \$24.42 \$7.30 \$11.75 \$0.00 \$43.47										
LABORERS - ZONE 4 (HEAVY & HIGHWAY) 06/01/2014 \$24.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20	For apprentice	rates see "A	Apprentice- LABORER"		12/01/2012	\$24.93	\$7.30	\$7.20	\$0.00	\$41.43
LABORERS - ZONE 4 (HEAVY & HIGHWAY) 06/01/2014 \$24.92 \$7.30 \$11.75 \$0.00 \$43.97 12/01/2014 \$25.42 \$7.30 \$11.75 \$0.00 \$44.47 06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.47 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 Evaluation of the product of			`	HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
06/01/2015 \$25.92 \$7.30 \$11.75 \$0.00 \$44.97 12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 Every apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 LABORERS - ZONE 4 (BUILDING & SITE) 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70	LABORERS - ZONE	4 (HEAVY	' & HIGHWAY)		06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
12/01/2015 \$26.42 \$7.30 \$11.75 \$0.00 \$45.47 06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 Engage Tentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 12/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20					12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
06/01/2016 \$26.92 \$7.30 \$11.75 \$0.00 \$45.97 12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) LABORER: MULTI-TRADE TENDER					06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
12/01/2016 \$27.67 \$7.30 \$11.75 \$0.00 \$46.72					12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
LABORER: MULTI-TRADE TENDER 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70				06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97	
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 4 (BUILDING & SITE) 12/01/2013 \$23.20 \$7.30 \$9.20 \$0.00 \$39.70 06/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20			over and Highway)	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72	
LABORERS - ZONE 4 (BUILDING & SITE) 12/01/2014 \$23.95 \$7.30 \$9.20 \$0.00 \$40.45 12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20				avy and mgnway)	12/01/2013	\$23.20	\$7.30	\$9.20	\$0.00	\$39.70
12/01/2014 \$24.70 \$7.30 \$9.20 \$0.00 \$41.20										
· · · · · · · · · · · · · · · · · ·							φ1.50	Ψ2.20		

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"					Chemployment	
LABORER: TREE REMOVER	12/01/2013	\$23.20	\$7.30	\$9.20	\$0.00	\$39.70
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$23.95	\$7.30	\$9.20	\$0.00	\$40.45
	12/01/2014	\$24.70	\$7.30	\$9.20	\$0.00	\$41.20
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and a apprentice rates see "Apprentice- LABORER"	pplies to the removal of branch	hes at locations n	ot on or aroun	d utility lines.	For	
LASER BEAM OPERATOR	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
LABORERS - ZONE 4 (BUILDING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR (HEAVY & HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
	12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
MARBLE & TILE FINISHERS	09/02/2013	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/03/2014	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75
		Ψυυ /	Ψ.υυ	*	* * * * * *	400.70

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\$0.00

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\$64.02

\$64.58

\$65.55

\$66.12

\$67.10

\$67.67

BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE

Step	ive Date - percent	09/02/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rat
1	50		\$14.97	\$10.18	\$16.01	\$0.00	\$41.1
2	60		\$17.96	\$10.18	\$16.01	\$0.00	\$44.1
3	70		\$20.96	\$10.18	\$16.01	\$0.00	\$47.1
4	80		\$23.95	\$10.18	\$16.01	\$0.00	\$50.14
5	90		\$26.95	\$10.18	\$16.01	\$0.00	\$53.1
Effect	ive Date -	03/03/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rat
1	50		\$14.97	\$10.18	\$16.01	\$0.00	\$41.1
2	60		\$17.96	\$10.18	\$16.01	\$0.00	\$44.1
3	70		\$20.96	\$10.18	\$16.01	\$0.00	\$47.1
4	80		\$23.95	\$10.18	\$16.01	\$0.00	\$50.1
5	90		\$26.95	\$10.18	\$16.01	\$0.00	\$53.1
Notes:							
Annre	ntice to Io	urneyworker Ratio:1:5					

03/03/2014

09/01/2014

03/02/2015

08/31/2015

02/29/2016

09/05/2016

02/27/2017

\$36.56

\$37.46

\$38.02

\$38.92

\$39.49

\$40.39

\$40.96

\$10.18

\$10.18

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\$16.31

\$16.38

\$16.38

\$16.45

\$16.45

\$16.53

\$16.53

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Pension

	Step	ve Date - percent	09/02/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$18.28	\$10.18	\$16.31	\$0.00	\$44.77	
	2	60		\$21.94	\$10.18	\$16.31	\$0.00	\$48.43	
	3	70		\$25.59	\$10.18	\$16.31	\$0.00	\$52.08	
	4	80		\$29.25	\$10.18	\$16.31	\$0.00	\$55.74	
	5	90		\$32.90	\$10.18	\$16.31	\$0.00	\$59.39	
	Effecti Step	ve Date -	03/03/2014	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	1	50		\$18.28	\$10.18	\$16.31	\$0.00	\$44.77	
	2	60		\$21.94	\$10.18	\$16.31	\$0.00	\$48.43	
	3	70		\$25.59	\$10.18	\$16.31	\$0.00	\$52.08	
	4	80		\$29.25	\$10.18	\$16.31	\$0.00	\$55.74	
	5	90		\$32.90	\$10.18	\$16.31	\$0.00	\$59.39	
	Notes:								
	Appre	ntice to Jou	ırneyworker Ratio:1:5						
MECH. SWEEPER OPERATOR (ON CONST. SITES) PERATING ENGINEERS LOCAL 98		12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84		
RATING ENG	INEERS LO	JCAL 98		06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
				12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
				06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
For apprentic	e rates see '	Apprentice- O	PERATING ENGINEERS"	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
		BOOM TH	RUCK	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
RATING ENG	SINEERS LO	OCAL 98		06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
				12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
				06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
For one	a matas !	Ammonti O		12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
			PERATING ENGINEERS"	10/01/2012	9 \$21.20	\$0.00	\$16.01	\$0.00	\$57.11
MILLWRIGHT (Zone 3) MILLWRIGHTS LOCAL 1121 - Zone 3				10/01/2013 04/01/2014			\$16.01	\$0.00	\$57.70
WRIGHTS L				04/01/2012					
WRIGHTS L				10/01/2014	\$32.63	\$9.80	\$16.01	\$0.00	\$58.44

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Pension

ļ.	Total Rate	

		ive Date - 10/01/2013		TT 1:1	ъ :	Supplemental	m . t n	
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$17.22	\$9.80	\$4.40	\$0.00	\$31.42	
	2	65	\$20.35	\$9.80	\$13.21	\$0.00	\$43.36	
	3	75	\$23.48	\$9.80	\$14.01	\$0.00	\$47.29	
	4	85	\$26.61	\$9.80	\$14.81	\$0.00	\$51.22	
	Effect	ive Date - 04/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	55	\$17.54	\$9.80	\$4.40	\$0.00	\$31.74	
	2	65	\$20.73	\$9.80	\$13.21	\$0.00	\$43.74	
	3	75	\$23.92	\$9.80	\$14.01	\$0.00	\$47.73	
	4	85	\$27.11	\$9.80	\$14.81	\$0.00	\$51.72	
	Notes:	- — — — — — — — — :						
		Steps are 2,000 hours					i	
	Appre	entice to Journeyworker Ratio:1:5						
ORTAR MI		DIVIZ A GYMEN	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
BORERS - ZON	NE 4 (BUIL	DING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
			12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
	ce rates see	"Apprentice- LABORER"						
LER ERATING ENG	GINEERS L	OCAL 98	12/01/2013	\$26.84	\$9.70	\$10.46	\$0.00	\$47.00
BIGITITO EXC	OII IEERO E	OCIL 70	06/01/2014	\$27.79	\$9.70	\$10.46	\$0.00	\$47.95
			12/01/2014	\$28.74	\$9.70	\$10.46	\$0.00	\$48.90
			06/01/2015	\$29.74	\$9.70	\$10.46	\$0.00	\$49.90
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"	12/01/2015	\$30.74	\$9.70	\$10.46	\$0.00	\$50.90
		VEN EQUIPMENT - CLASS VI	12/01/2013	\$24.86	\$9.70	\$10.46	\$0.00	\$45.02
ERATING ENG	GINEERS L	OCAL 98	06/01/2014	\$25.81	\$9.70	\$10.46	\$0.00	\$45.97
			12/01/2014			\$10.46	\$0.00	\$46.92
			06/01/2015			\$10.46	\$0.00	\$47.92
			12/01/2015			\$10.46	\$0.00	\$48.92
For apprentic	ce rates see	"Apprentice- OPERATING ENGINEERS"						
INTER (BI		,	01/01/2014	\$45.91	\$7.85	\$16.10	\$0.00	\$69.86
NTERS LOCA	1L 33 - ZON	E 3	07/01/2014	\$46.76	\$7.85	\$16.10	\$0.00	\$70.71
			01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
			07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
			01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
			07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41

Pension

Apprentice - PAINTER Local 35 - BRIDGES/TANKS 01/01/2014 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$22.96 \$7.85 \$0.00 \$0.00 \$30.81 2 55 \$25.25 \$7.85 \$3.66 \$0.00 \$36.76 3 60 \$27.55 \$7.85 \$3.99 \$0.00 \$39.39 4 65 \$42.01 \$29.84 \$7.85 \$4.32 \$0.00 5 70 \$32.14 \$7.85 \$0.00 \$54.10 \$14.11 6 75 \$34.43 \$7.85 \$14.44 \$0.00 \$56.72 7 80 \$36.73 \$0.00 \$59.35 \$7.85 \$14.77 8 90 \$41.32 \$7.85 \$15.44 \$0.00 \$64.61 07/01/2014 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$23.38 \$7.85 \$0.00 \$0.00 \$31.23 2 55 \$25.72 \$7.85 \$3.66 \$0.00 \$37.23 3 60 \$28.06 \$7.85 \$3.99 \$0.00 \$39.90 4 65 \$30.39 \$0.00 \$7.85 \$4.32 \$42.56 5 70 \$32.73 \$7.85 \$14.11 \$0.00 \$54.69 6 75 \$35.07 \$7.85 \$14.44 \$0.00 \$57.36 7 80 \$37.41 \$0.00 \$60.03 \$7.85 \$14.77 8 90 \$42.08 \$7.85 \$15.44 \$0.00 \$65.37 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1

PP						
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2014	\$29.63	\$7.85	\$12.30	\$0.00	\$49.78
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 3	07/01/2014	\$30.38	\$7.85	\$12.30	\$0.00	\$50.53
The first time of the control of the	01/01/2015	\$31.23	\$7.85	\$12.30	\$0.00	\$51.38
	07/01/2015	\$32.03	\$7.85	\$12.30	\$0.00	\$52.18
	01/01/2016	\$32.93	\$7.85	\$12.30	\$0.00	\$53.08
	07/01/2016	\$33.78	\$7.85	\$12.30	\$0.00	\$53.93
	01/01/2017	\$34.68	\$7.85	\$12.30	\$0.00	\$54.83

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Pension

Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - New 01/01/2014 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 50 \$14.82 \$7.85 \$0.00 \$0.00 \$22.67 2 55 \$16.30 \$7.85 \$1.57 \$0.00 \$25.72 3 60 \$17.78 \$7.85 \$1.71 \$0.00 \$27.34 4 65 \$19.26 \$7.85 \$1.85 \$0.00 \$28.96 5 70 \$20.74 \$7.85 \$0.00 \$40.04 \$11.45 6 75 \$22.22 \$7.85 \$11.59 \$0.00 \$41.66 7 80 \$23.70 \$0.00 \$7.85 \$11.73 \$43.28 8 90 \$26.67 \$7.85 \$12.02 \$0.00 \$46.54 07/01/2014 **Effective Date -**Supplemental Apprentice Base Wage Health Pension Unemployment Total Rate Step percent 1 50 \$15.19 \$7.85 \$0.00 \$0.00 \$23.04 2 55 \$16.71 \$7.85 \$1.57 \$0.00 \$26.13 3 60 \$18.23 \$7.85 \$1.71 \$0.00 \$27.79 4 65 \$19.75 \$0.00 \$29.45 \$7.85 \$1.85 5 70 \$21.27 \$7.85 \$11.45 \$0.00 \$40.57 6 75 \$22.79 \$7.85 \$11.59 \$0.00 \$42.23 7 80 \$24.30 \$0.00 \$43.88 \$7.85 \$11.73 8 90 \$27.34 \$7.85 \$12.02 \$0.00 \$47.21 Notes: Steps are 750 hrs. Apprentice to Journeyworker Ratio:1:1

• •						
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2014	\$26.95	\$7.85	\$12.30	\$0.00	\$47.10
PAINTERS LOCAL 35 - ZONE 3	07/01/2014	\$27.70	\$7.85	\$12.30	\$0.00	\$47.85
	01/01/2015	\$28.55	\$7.85	\$12.30	\$0.00	\$48.70
	07/01/2015	\$29.35	\$7.85	\$12.30	\$0.00	\$49.50
	01/01/2016	\$30.25	\$7.85	\$12.30	\$0.00	\$50.40
	07/01/2016	\$31.11	\$7.85	\$12.30	\$0.00	\$51.26
	01/01/2017	\$32.00	\$7.85	\$12.30	\$0.00	\$52.15

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Apprentice - PAINTER Local 35 Zone 3 - Spray/Sandblast - Repaint

Pension

	Effecti	ve Date -	01/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$13.48	\$7.85	\$0.00	\$0.00	\$21.33	1
	2	55		\$14.82	\$7.85	\$1.57	\$0.00	\$24.24	ļ
	3	60		\$16.17	\$7.85	\$1.71	\$0.00	\$25.73	;
	4	65		\$17.52	\$7.85	\$1.85	\$0.00	\$27.22	!
	5	70		\$18.87	\$7.85	\$11.45	\$0.00	\$38.17	,
	6	75		\$20.21	\$7.85	\$11.59	\$0.00	\$39.65	;
	7	80		\$21.56	\$7.85	\$11.73	\$0.00	\$41.14	1
	8	90		\$24.26	\$7.85	\$12.02	\$0.00	\$44.13	•
	Effecti	ve Date -	07/01/2014				Supplemental		
	Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50		\$13.85	\$7.85	\$0.00	\$0.00	\$21.70)
	2	55		\$15.24	\$7.85	\$1.57	\$0.00	\$24.66	Ó
	3	60		\$16.62	\$7.85	\$1.71	\$0.00	\$26.18	}
	4	65		\$18.01	\$7.85	\$1.85	\$0.00	\$27.71	
	5	70		\$19.39	\$7.85	\$11.45	\$0.00	\$38.69)
	6	75		\$20.78	\$7.85	\$11.59	\$0.00	\$40.22	
	7	80		\$22.16	\$7.85	\$11.73	\$0.00	\$41.74	ļ
	8	90		\$24.93	\$7.85	\$12.02	\$0.00	\$44.80)
	Notes:								
		Steps are	750 hrs.					İ	
	Appre	ntice to Jo	urneyworker Ratio:1:1						
PAINTER /	TAPER (B	RUSH, NE	W) *	01/01/2014	\$28.73	\$7.85	\$12.30	\$0.00	\$48.88
			painted are new construction	' 07/01/2014			\$12.30	\$0.00	\$49.13
NEW paint r	ate shall be	used.PAINT	TERS LOCAL 35 - ZONE 3	01/01/2015			\$12.30	\$0.00	\$49.98
				07/01/2015			\$12.30	\$0.00	\$50.78
				01/01/2016			\$12.30	\$0.00	\$51.68
				07/01/2016			\$12.30	\$0.00	\$52.53
				01/01/2017			\$12.30	\$0.00	\$53.43

Apprentice - PAINTER - Local 35 Zone 3 - BRUSH NEW

Pension

	ive Date - 01/01/2014				Supplemental		
Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$14.37	\$7.85	\$0.00	\$0.00	\$22.22	
2	55	\$15.80	\$7.85	\$1.57	\$0.00	\$25.22	
3	60	\$17.24	\$7.85	\$1.71	\$0.00	\$26.80	
4	65	\$18.67	\$7.85	\$1.85	\$0.00	\$28.37	
5	70	\$20.11	\$7.85	\$11.45	\$0.00	\$39.41	
6	75	\$21.55	\$7.85	\$11.59	\$0.00	\$40.99	
7	80	\$22.98	\$7.85	\$11.73	\$0.00	\$42.56	
8	90	\$25.86	\$7.85	\$12.02	\$0.00	\$45.73	
Effecti Step	ive Date - 07/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
1	50	\$14.49	\$7.85	\$0.00	\$0.00	\$22.34	
2	55	\$15.94	\$7.85	\$1.57	\$0.00	\$25.36	
3	60	\$17.39	\$7.85	\$1.71	\$0.00	\$26.95	
4	65	\$18.84	\$7.85	\$1.85	\$0.00	\$28.54	
5	70	\$20.29	\$7.85	\$11.45	\$0.00	\$39.59	
6	75	\$21.74	\$7.85	\$11.59	\$0.00	\$41.18	
7	80	\$23.18	\$7.85	\$11.73	\$0.00	\$42.76	
8	90	\$26.08	\$7.85	\$12.02	\$0.00	\$45.95	
Notes:	Steps are 750 hrs.						
Appre	entice to Journeyworker Ratio:1:					'	
	RUSH, REPAINT)	01/01/2014	\$25.55	\$7.85	\$12.30	\$0.00	\$45.70
S LOCAL 35 - ZON	Ľ J	07/01/2014	\$26.30	\$7.85	\$12.30	\$0.00	\$46.45
		01/01/2015	\$27.15	\$7.85	\$12.30	\$0.00	\$47.30
		07/01/2015	\$27.95	\$7.85	\$12.30	\$0.00	\$48.10
		01/01/2016	\$28.85	\$7.85	\$12.30	\$0.00	\$49.00
		07/01/2016	\$29.70	\$7.85	\$12.30	\$0.00	\$49.85
		01/01/2017	\$30.60	\$7.85	\$12.30	\$0.00	\$50.75

Wage Request Number: 20140224-035-1 **Issue Date:** 02/24/2014 Page 26 of 45 Effective Date Base Wage Health

Pension

Total Rate Unemployment

	Step	ve Date - 01/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	:
	1	50	\$12.78	\$7.85	\$0.00	\$0.00	\$20.63	;
	2	55	\$14.05	\$7.85	\$1.57	\$0.00	\$23.47	•
	3	60	\$15.33	\$7.85	\$1.71	\$0.00	\$24.89)
	4	65	\$16.61	\$7.85	\$1.85	\$0.00	\$26.31	
	5	70	\$17.89	\$7.85	\$11.45	\$0.00	\$37.19)
	6	75	\$19.16	\$7.85	\$11.59	\$0.00	\$38.60)
	7	80	\$20.44	\$7.85	\$11.73	\$0.00	\$40.02	!
	8	90	\$23.00	\$7.85	\$12.02	\$0.00	\$42.87	,
	Effecti	ve Date - 07/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	50	\$13.15	\$7.85	\$0.00	\$0.00	\$21.00)
	2	55	\$14.47	\$7.85	\$1.57	\$0.00	\$23.89)
	3	60	\$15.78	\$7.85	\$1.71	\$0.00	\$25.34	ļ
	4	65	\$17.10	\$7.85	\$1.85	\$0.00	\$26.80)
	5	70	\$18.41	\$7.85	\$11.45	\$0.00	\$37.71	
	6	75	\$19.73	\$7.85	\$11.59	\$0.00	\$39.17	,
	7	80	\$21.04	\$7.85	\$11.73	\$0.00	\$40.62	!
	8	90	\$23.67	\$7.85	\$12.02	\$0.00	\$43.54	ļ
	Notes:	Steps are 750 hrs.						
	Appre	ntice to Journeyworker Ratio:1:1						
		(ARKINGS (HEAVY/HIGHWAY) Y & HIGHWAY)	12/01/2013	\$24.17	\$7.30	\$11.75	\$0.00	\$43.22
KEKS - ZONE	4 (IILAV	T & HIGHWAI)	06/01/2014	\$24.67	\$7.30	\$11.75	\$0.00	\$43.72
			12/01/2014	\$25.17	\$7.30	\$11.75	\$0.00	\$44.2
			06/01/2015	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
			12/01/2015	\$26.17	\$7.30	\$11.75	\$0.00	\$45.2
			06/01/2016	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
For apprentice	rates see "	Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$27.42	\$7.30	\$11.75	\$0.00	\$46.4
		UCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
		NSTRUCTOR (UNDERPINNING AND	09/02/2013	\$36.30	\$9.80	\$17.67	\$0.00	\$63.7
CK)	AI 56 /70	MIE 2)	03/03/2014			\$17.67	\$0.00	\$64.14
DRIVER LOC	AL 36 (ZC	INE 3)	09/01/2014			\$17.67	\$0.00	\$65.2
			03/02/2015			\$17.67	\$0.00	\$65.6
			08/31/2015			\$17.67	\$0.00	\$66.82

			*****	4				
			09/01/2014	\$37.45	\$9.80	\$18.17	\$0.00	\$65.42
			03/02/2015	\$37.85	\$9.80	\$18.17	\$0.00	\$65.82
			08/31/2015	\$39.00	\$9.80	\$18.17	\$0.00	\$66.97
	A mm max	ntice - PILE DRIVER - Local 56	Tone 3					
		ve Date - 09/02/2013	Zone 5					
	Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Tot	al Rate
	1	0	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00
	Notes:	Apprentice wages shall be no less (Same as set in Zone 1) 1\$48.02/2\$52.03/3\$56.04/4\$58.0		\$64.06				
	Appre	ntice to Journeyworker Ratio:1:	3					
PIPELAYER			12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
ABORERS - ZON	NE 4 (BUILL	DING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
For apprentic	ce rates see "	'Apprentice- LABORER"	12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
	*	& HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
ABORERS - ZON	NE 4 (HEAV	Y & HIGHWAY)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
			12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
			06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
			12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
			06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
For apprentic	ce rates see "	Apprentice- LABORER (Heavy and Highw	12/01/2016 way)	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
LUMBER &			09/17/2013	\$34.78	\$8.30	\$13.75	\$0.00	\$56.83
LUMBERS & PI	PEFITTERS	S LOCAL 104 WESTERN DIVISION	03/17/2014	\$35.28	\$8.30	\$13.75	\$0.00	\$57.33
			09/17/2014	\$35.78	\$8.30	\$13.75	\$0.00	\$57.83
			03/17/2015	\$36.53	\$8.30	\$13.75	\$0.00	\$58.58
			09/17/2015	\$37.28	\$8.30	\$13.75	\$0.00	\$59.33
			03/17/2016	\$38.28	\$8.30	\$13.75	\$0.00	\$60.33

Effective Date

09/02/2013

03/03/2014

Base Wage

\$35.82

\$36.32

Health

\$9.80

\$9.80

Pension

\$18.17

\$18.17

Classification

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 3)

Supplemental

\$0.00

\$0.00

Unemployment

Total Rate

\$63.79

\$64.29

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Apprentice - PLUMBER/PIPEFITTER - Local 104 Western

Pension

	Effecti	ve Date -	09/17/2013				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$15.65	\$8.30	\$8.40	\$0.00	\$32.35	
	2	50		\$17.39	\$8.30	\$8.40	\$0.00	\$34.09	
	3	60		\$20.87	\$8.30	\$8.40	\$0.00	\$37.57	
	4	70		\$24.35	\$8.30	\$8.40	\$0.00	\$41.05	
	5	80		\$27.82	\$8.30	\$13.75	\$0.00	\$49.87	
	Effecti	ve Date -	03/17/2014				Supplemental		
	Step	percent	A	pprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	45		\$15.88	\$8.30	\$8.40	\$0.00	\$32.58	
	2	50		\$17.64	\$8.30	\$8.40	\$0.00	\$34.34	
	3	60		\$21.17	\$8.30	\$8.40	\$0.00	\$37.87	
	4	70		\$24.70	\$8.30	\$8.40	\$0.00	\$41.40	
	5	80		\$28.22	\$8.30	\$13.75	\$0.00	\$50.27	
	Notes:								
		Steps are	2000 hrs.					i	
	Appre	ntice to Jo	urneyworker Ratio:1:5						
PNEUMATIC (,	(P.) WESTERN DIVISION	09/17/2013	\$34.78	\$8.30	\$13.75	\$0.00	\$56.83
T LUMBERS & THE	EFITTERS	LOCAL 104	WESTERN DIVISION	03/17/2014	\$35.28	\$8.30	\$13.75	\$0.00	\$57.33
				09/17/2014	\$35.78	\$8.30	\$13.75	\$0.00	\$57.83
				03/17/2015	\$36.53	\$8.30	\$13.75	\$0.00	\$58.58
				09/17/2015	\$37.28	\$8.30	\$13.75	\$0.00	\$59.33
For apprentice	rates see "	Apprentice- F	PIPEFITTER" or "PLUMBER/PIPEFIT	03/17/2016 TER"	\$38.28	\$8.30	\$13.75	\$0.00	\$60.33
	ORILL/	TOOL OPE	ERATOR (HEAVY &	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
HIGHWAY) LABORERS - ZONE	S A (HF AV	V & HIGHW	(<i>Y</i>)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
EMBONERS - ZOIVE	7 (1112/17	i w monwa	11)	12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
				06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
				12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
				06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
				12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
			ABORER (Heavy and Highway)						
POWDERMAN LABORERS - ZONE				12/01/2013	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
L.DOILING - LONE	. , (DOILL	(C & 511E)		06/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
	,	, =	A DODER!	12/01/2014	\$25.70	\$7.30	\$9.20	\$0.00	\$42.20
For apprentice	rates see "	Apprentice- I	ABUKEK"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWDERMAN & BLASTER (HEAVY & HIGHWAY)	12/01/2013	\$25.17	\$7.30	\$11.75	\$0.00	\$44.22
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$25.67	\$7.30	\$11.75	\$0.00	\$44.72
	12/01/2014	\$26.17	\$7.30	\$11.75	\$0.00	\$45.22
	06/01/2015	\$26.67	\$7.30	\$11.75	\$0.00	\$45.72
	12/01/2015	\$27.17	\$7.30	\$11.75	\$0.00	\$46.22
	06/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)	12/01/2016	\$28.42	\$7.30	\$11.75	\$0.00	\$47.47
PUMP OPERATOR (CONCRETE)	12/01/2013	\$31.68	\$9.70	\$10.46	\$0.00	\$51.84
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.63	\$9.70	\$10.46	\$0.00	\$52.79
	12/01/2014	\$33.58	\$9.70	\$10.46	\$0.00	\$53.74
	06/01/2015	\$34.58	\$9.70	\$10.46	\$0.00	\$54.74
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$35.58	\$9.70	\$10.46	\$0.00	\$55.74
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2013	\$31.15	\$9.70	\$10.46	\$0.00	\$51.31
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.10	\$9.70	\$10.46	\$0.00	\$52.26
	12/01/2014	\$33.05	\$9.70	\$10.46	\$0.00	\$53.21
	06/01/2015	\$34.05	\$9.70	\$10.46	\$0.00	\$54.21
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$35.05	\$9.70	\$10.46	\$0.00	\$55.21
READY-MIX CONCRETE DRIVER TEAMSTERS LOCAL 404	05/01/2008	\$19.13	\$6.59	\$5.15	\$0.00	\$30.87
RESIDENTIAL WOOD FRAME CARPENTER **	09/02/2013	\$22.96	\$7.20	\$5.35	\$0.00	\$35.51
** The Residential Wood Frame Carpenter classification applies	03/03/2014	\$23.71	\$7.20	\$5.35	\$0.00	\$36.26
only to the construction of new, wood frame residences that do not exceed four stories including the basement. CARPENTERS	09/01/2014	\$24.46	\$7.20	\$5.35	\$0.00	\$37.01
LOCAL 108 - BERKSHIRE COUNTY	03/02/2015	\$25.26	\$7.20	\$5.35	\$0.00	\$37.81
	08/31/2015	\$26.06	\$7.20	\$5.35	\$0.00	\$38.61
	02/29/2016	\$26.81	\$7.20	\$5.35	\$0.00	\$39.36

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

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Apprentice - CARPENTER (Residential Wood Frame) - Local 108 Berkshire

	Step	ive Date - 09/02/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	;
	1	60	\$13.78	\$7.20	\$0.00	\$0.00	\$20.98	
	2	60	\$13.78	\$7.20	\$5.35	\$0.00	\$26.33	
	3	65	\$14.92	\$7.20	\$5.35	\$0.00	\$27.47	
	4	70	\$16.07	\$7.20	\$5.35	\$0.00	\$28.62	
	5	75	\$17.22	\$7.20	\$5.35	\$0.00	\$29.77	
	6	80	\$18.37	\$7.20	\$5.35	\$0.00	\$30.92	
	7	85	\$19.52	\$7.20	\$5.35	\$0.00	\$32.07	
	8	90	\$20.66	\$7.20	\$5.35	\$0.00	\$33.21	
	Effecti	ive Date - 03/03/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	;
	1	60	\$14.23	\$7.20	\$0.00	\$0.00	\$21.43	
	2	60	\$14.23	\$7.20	\$5.35	\$0.00	\$26.78	
	3	65	\$15.41	\$7.20	\$5.35	\$0.00	\$27.96	i
	4	70	\$16.60	\$7.20	\$5.35	\$0.00	\$29.15	
	5	75	\$17.78	\$7.20	\$5.35	\$0.00	\$30.33	
	6	80	\$18.97	\$7.20	\$5.35	\$0.00	\$31.52	
	7	85	\$20.15	\$7.20	\$5.35	\$0.00	\$32.70)
	8	90	\$21.34	\$7.20	\$5.35	\$0.00	\$33.89	•
	Notes:	** 1: 1-5, 2: 6-8, 3: 9-11						
	Appre	ntice to Journeyworker Ratio:**					'	
		D BUGGY OPERATOR	12/01/2013	\$23.45	\$7.30	\$9.20	\$0.00	\$39.95
ABORERS - ZO	NE 4 (BUILI	DING & SITE)	06/01/2014	\$24.20	\$7.30	\$9.20	\$0.00	\$40.70
			12/01/2014	\$24.95	\$7.30	\$9.20	\$0.00	\$41.45
		'Apprentice- LABORER"						
OLLER OPI PERATING EN			12/01/2013	\$30.54	\$9.70	\$10.46	\$0.00	\$50.70
I Elemino Env	OII IEERO E	JCIE 70	06/01/2014	\$31.49	\$9.70	\$10.46	\$0.00	\$51.65
			12/01/2014	\$32.44	\$9.70	\$10.46	\$0.00	\$52.60
			06/01/2015	\$33.44	\$9.70	\$10.46	\$0.00	\$53.60
For apprenti	ce rates see '	'Apprentice- OPERATING ENGINEERS"	12/01/2015	\$34.44	\$9.70	\$10.46	\$0.00	\$54.60
OOFER (Co	al tar pitc	h)	01/01/2014	\$27.90	\$8.75	\$12.35	\$0.00	\$49.00
OOFERS LOCA	L 248		07/16/2014			\$12.35	\$0.00	\$50.50
			07/16/2015			\$12.35	\$0.00	\$52.00
		'Apprentice- ROOFER"						
OOFER (Inc		Vaterproofing &Roofer Damproofg)	01/01/2014	\$27.40	\$8.75	\$11.85	\$0.00	\$48.00
OOFERS LOCA	L 240		07/16/2014	\$28.90	\$8.75	\$11.85	\$0.00	\$49.50
			07/16/2015	\$30.40	\$8.75	\$11.85	\$0.00	\$51.00

### O7/16/2014 \$29.40 \$8.75 \$12.35 \$0.00 \$50 \$07/16/2015 \$30.90 \$8.75 \$12.35 \$0.00 \$50 \$07/16/2015 \$30.90 \$8.75 \$12.35 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$50 \$0.00 \$0.00 \$50 \$0.00		Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
Signature Sign		1	60	\$16.44	\$8.75	\$0.00	\$0.00	\$25.19	
4 75 S20,55 S8.75 S11,85 S0.00 S41,15		2	65	\$17.81	\$8.75	\$11.85	\$0.00	\$38.41	
Section Sect		3	70	\$19.18	\$8.75	\$11.85	\$0.00	\$39.78	
6 85		4	75	\$20.55	\$8.75	\$11.85	\$0.00	\$41.15	
Total Rate Pension S24,66 S8,75 S11,85 S0,00 S45,26 S26,03 S8,75 S11,85 S0,00 S46,63		5	80	\$21.92	\$8.75	\$11.85	\$0.00	\$42.52	
Refrective Date		6	85	\$23.29	\$8.75	\$11.85	\$0.00	\$43.89	
Effective Date - 07/16/2014 Step percent Apprentice Base Wage Health Pension Unemployment Total Rate		7	90	\$24.66	\$8.75	\$11.85	\$0.00	\$45.26	
Step percent		8	95	\$26.03	\$8.75	\$11.85	\$0.00	\$46.63	
1 60 \$17,34 \$8.75 \$0.00 \$0.00 \$26.09 2 65 \$18.79 \$8.75 \$11.85 \$0.00 \$39.39 3 70 \$20,23 \$8.75 \$11.85 \$0.00 \$40.83 4 75 \$21.68 \$8.75 \$11.85 \$0.00 \$44.28 5 80 \$23.12 \$8.75 \$11.85 \$0.00 \$43.72 6 85 \$24.57 \$8.75 \$11.85 \$0.00 \$45.17 7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$46.61 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$46.61 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 Notes: Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above		Effecti	ve Date - 07/16/2014				Supplemental		
2 65 \$18.79 \$8.75 \$11.85 \$0.00 \$39.39 \$ 3 70 \$20.23 \$8.75 \$11.85 \$0.00 \$40.83 \$ 4 75 \$21.68 \$8.75 \$11.85 \$0.00 \$42.28 \$ 5 80 \$23.12 \$8.75 \$11.85 \$0.00 \$43.72 \$ 6 85 \$24.57 \$8.75 \$11.85 \$0.00 \$45.17 \$ 7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$46.61 \$ 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$44.00 \$46.61 \$ 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$ Notes: Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above		Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
3 70 \$20.23 \$8.75 \$11.85 \$0.00 \$40.83 \$4 75 \$20.23 \$8.75 \$11.85 \$0.00 \$40.83 \$4 75 \$21.68 \$8.75 \$11.85 \$0.00 \$42.28 \$5 80 \$23.12 \$8.75 \$11.85 \$0.00 \$43.72 \$6 85 \$24.57 \$8.75 \$11.85 \$0.00 \$45.17 \$7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$11.85 \$1.85		1	60	\$17.34	\$8.75	\$0.00	\$0.00	\$26.09	
A 75 \$21.68 \$8.75 \$11.85 \$0.00 \$42.28		2	65	\$18.79	\$8.75	\$11.85	\$0.00	\$39.39	
\$23.12 \$8.75 \$11.85 \$0.00 \$43.72 \$6 85 \$24.57 \$8.75 \$11.85 \$0.00 \$45.17 \$7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$45.17 \$7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$46.61 \$8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$11.85 \$0.00 \$48.06 \$8.75 \$12.35 \$0.00 \$48.06 \$8.75 \$12.35 \$0.00 \$49.00 \$1.00		3	70	\$20.23	\$8.75	\$11.85	\$0.00	\$40.83	
Second		4	75	\$21.68	\$8.75	\$11.85	\$0.00	\$42.28	
7 90 \$26.01 \$8.75 \$11.85 \$0.00 \$46.61 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$446.61 8 95 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$27.46 \$8.75 \$11.85 \$0.00 \$48.06 \$27.46 \$8.75 \$12.35 \$0.00 \$48.06 \$27.46 \$1.20 \$1.2		5	80	\$23.12	\$8.75	\$11.85	\$0.00	\$43.72	
Notes: Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above		6	85	\$24.57	\$8.75	\$11.85	\$0.00	\$45.17	
Notes: Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above		7	90	\$26.01	\$8.75	\$11.85	\$0.00	\$46.61	
Steps are 750 hrs.Roofer(Tear Off)1:1; Same as above		8	95	\$27.46	\$8.75	\$11.85	\$0.00	\$48.06	
FER SLATE / TILE / PRECAST CONCRETE 01/01/2014 \$27.90 \$8.75 \$12.35 \$0.00 \$49 07/16/2014 \$29.40 \$8.75 \$12.35 \$0.00 \$50 07/16/2015 \$30.90 \$8.75 \$12.35 \$0.00 \$52 or apprentice rates see "Apprentice- ROOFER" APER ATING ENGINEERS LOCAL 98 06/01/2014 \$32.10 \$9.70 \$10.46 \$0.00 \$51 12/01/2014 \$33.05 \$9.70 \$10.46 \$0.00 \$53 06/01/2015 \$34.05 \$9.70 \$10.46 \$0.00 \$53 06/01/2015 \$35.05 \$9.70 \$10.46 \$0.00 \$55 12/01/2015 \$35.05 \$9.70 \$10.46 \$0.00 \$55 PPOWERED ROLLERS AND COMPACTORS 12/01/2013 \$30.54 \$9.70 \$10.46 \$0.00 \$55 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$55 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$55 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$55 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$55 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$55		INT.							
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06/01/2014	ERS LOCAL	Appre TE / TIL 248	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE	01/01/2014 07/16/2014	\$29.40	\$8.75	\$12.35	\$0.00	\$50.5
06/01/2015 \$34.05 \$9.70 \$10.46 \$0.00 \$54 \$12/01/2015 \$35.05 \$9.70 \$10.46 \$0.00 \$55 \$12/01/2015 \$35.05 \$9.70 \$10.46 \$0.00 \$55 \$10.46 \$10.00 \$55 \$10.46 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.40 \$10.00 \$10.00 \$10.40 \$10.00	FERS LOCAL For apprentice APER	Appre TE / TIL 248 rates see '	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE 'Apprentice- ROOFER"	01/01/2014 07/16/2014 07/16/2015	\$29.40 \$30.90	\$8.75 \$8.75	\$12.35 \$12.35	\$0.00 \$0.00	\$49.00 \$50.50 \$52.00 \$51.3
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F-POWERED ROLLERS AND COMPACTORS 12/01/2013 \$30.54 \$9.70 \$10.46 \$0.00 \$50 MPERS) ATING ENGINEERS LOCAL 98 12/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$51 12/01/2014 \$32.44 \$9.70 \$10.46 \$0.00 \$52	FERS LOCAL For apprentice APER	Appre TE / TIL 248 rates see '	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE 'Apprentice- ROOFER"	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014	\$29.40 \$30.90 \$31.15 \$32.10	\$8.75 \$8.75 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.00 \$51.3
MPERS) ATING ENGINEERS LOCAL 98 06/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$51 12/01/2014 \$32.44 \$9.70 \$10.46 \$0.00 \$52	FERS LOCAL For apprentice APER	Appre TE / TIL 248 rates see '	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE 'Apprentice- ROOFER"	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.00 \$51.3 \$52.20 \$53.2
MPERS) ATING ENGINEERS LOCAL 98 06/01/2014 \$31.49 \$9.70 \$10.46 \$0.00 \$51 12/01/2014 \$32.44 \$9.70 \$10.46 \$0.00 \$52	or apprentice APER ATING ENGL	Appre TE / TIL 248 rates see '	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE 'Apprentice- ROOFER"	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014 06/01/2015	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05 \$34.05	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.00 \$51.3 \$52.20
12/01/2014 \$32.44 \$9.70 \$10.46 \$0.00 \$52	or apprentice APER ATING ENGI	Appre TE / TIL 248 rates see '	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 JE / PRECAST CONCRETE Apprentice- ROOFER" OCAL 98	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2015	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05 \$34.05 \$35.05	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.00 \$51.3 \$52.2 \$53.2 \$54.2 \$55.2
	for apprentice APER ATING ENGI F-POWER MPERS)	Appre TE / TIL 248 rates see ' INEERS LO ET TATES SEE ' ED ROI	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE Apprentice- ROOFER" OCAL 98 Apprentice- OPERATING ENGINEERS" LERS AND COMPACTORS	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2015	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05 \$34.05 \$35.05	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46 \$10.46 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.50 \$52.00 \$51.3 \$52.20 \$53.2 \$54.2 \$55.2
	for apprentice APER ATING ENGI F-POWER MPERS)	Appre TE / TIL 248 rates see ' INEERS LO ET TATES SEE ' ED ROI	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE Apprentice- ROOFER" OCAL 98 Apprentice- OPERATING ENGINEERS" LERS AND COMPACTORS	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2013 06/01/2014	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05 \$34.05 \$35.05	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46 \$10.46 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.5 \$52.0 \$51.3 \$52.2 \$53.2 \$54.2 \$55.2 \$50.7 \$51.6
12/01/2015 \$34.44 \$9.70 \$10.46 \$0.00 \$54 for apprentice rates see "Apprentice- OPERATING ENGINEERS"	TOTAL APPRATING ENGINEERS LOCAL TOTAL APPRATING ENGINEERS TOTAL APPRATICATION APPRATIC	Appre TE / TIL 248 rates see ' INEERS LO ET TATES SEE ' ED ROI	Steps are 750 hrs.Roofer(Tear Off) ntice to Journeyworker Ratio:1:3 E / PRECAST CONCRETE Apprentice- ROOFER" OCAL 98 Apprentice- OPERATING ENGINEERS" LERS AND COMPACTORS	01/01/2014 07/16/2014 07/16/2015 12/01/2013 06/01/2014 12/01/2014 06/01/2015 12/01/2013 06/01/2014 12/01/2014 12/01/2014	\$29.40 \$30.90 \$31.15 \$32.10 \$33.05 \$34.05 \$35.05 \$30.54 \$31.49 \$32.44	\$8.75 \$8.75 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70 \$9.70	\$12.35 \$12.35 \$10.46 \$10.46 \$10.46 \$10.46 \$10.46 \$10.46	\$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00 \$0.00	\$50.5 \$52.0 \$51.3 \$52.2 \$53.2 \$54.2 \$55.2

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
SELF-PROPELLED POWER BROOM	12/01/2013	\$27.92	\$9.70	\$10.46	\$0.00	\$48.08
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$28.87	\$9.70	\$10.46	\$0.00	\$49.03
	12/01/2014	\$29.82	\$9.70	\$10.46	\$0.00	\$49.98
	06/01/2015	\$30.82	\$9.70	\$10.46	\$0.00	\$50.98
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$31.82	\$9.70	\$10.46	\$0.00	\$51.98
SHEETMETAL WORKER	04/04/0044		00.64	Ф12.45	Φ1 <i>C</i> 4	* * * * * *
SHEETMETAL WORKER SHEETMETAL WORKERS LOCAL 63	01/01/2014	\$32.29	\$8.64	\$13.45	\$1.64	\$56.02

	CHEETMETAL	WODKED I 1/2	
Apprentice -	SHEEL METAL	WORKER - Local 63	

	ive Date -	01/01/2014		** 11	.	Supplemental	m
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	45		\$14.53	\$5.65	\$3.56	\$0.00	\$23.74
2	50		\$16.15	\$5.93	\$3.96	\$0.00	\$26.04
3	55		\$17.76	\$6.20	\$7.13	\$0.93	\$32.02
4	60		\$19.37	\$6.47	\$7.13	\$0.99	\$33.96
5	65		\$20.99	\$6.74	\$7.13	\$1.05	\$35.91
6	70		\$22.60	\$7.01	\$7.13	\$1.10	\$37.84
7	75		\$24.22	\$7.28	\$7.13	\$1.16	\$39.79
8	80		\$25.83	\$7.55	\$12.86	\$1.39	\$47.63
9	85		\$27.45	\$7.83	\$12.86	\$1.44	\$49.58
10	90		\$29.06	\$8.10	\$12.86	\$1.50	\$51.52
Notes:	 :						
							İ
Appre	entice to Jo	urneyworker Ratio:1:3					. <u> </u>

SIGN ERECTOR 06/01/2013 \$25.81 \$7.07 \$7.05 \$0.00 \$39.93

PAINTERS LOCAL 35 - ZONE 3

Issue Date: 02/24/2014 **Wage Request Number:** 20140224-035-1 **Page 33 of 45**

	ective Date - 06/01/2013				Supplemental		
Ste	p percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98	
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72	
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01	
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30	
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19	
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48	
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77	
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06	
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35	
Not							
į	Steps are 4 mos.					i	
Apj	prentice to Journeyworker Ratio:	1:1					
	RTH MOVING EQUIP < 35 TONS	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
MSTERS JOINT COC	UNCIL NO. 10 ZONE B	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
		08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
		12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
		06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
		08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
		12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
		06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
		08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
		12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

SPECIALIZED EARTH MOVING EQUIP > 35 TONS	
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	

	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2013	\$31.53	\$9.41	\$8.80	\$0.00	\$49.74
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.88	\$9.41	\$8.80	\$0.00	\$50.09
	08/01/2014	\$31.88	\$9.91	\$8.80	\$0.00	\$50.59
	12/01/2014	\$31.88	\$9.91	\$9.33	\$0.00	\$51.12
	06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
	08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
	12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
	06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
	08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
	12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53
SPRINKLER FITTER	01/01/2014	\$36.53	\$8.52	\$11.83	\$0.00	\$56.88
SPRINKLER FITTERS LOCAL 669	04/01/2014	\$37.26	\$8.52	\$11.83	\$0.00	\$57.61
	01/01/2015	\$37.26	\$8.52	\$11.98	\$0.00	\$57.76
	04/01/2015	\$38.01	\$8.52	\$11.98	\$0.00	\$58.51
	01/01/2016	\$38.01	\$8.52	\$12.13	\$0.00	\$58.66

ELECTRICIANS LOCAL 7

Pension

Apprentice -	SPRINKLER FITTER - Local 669
Effective Date	- 01/01/2014

	Apprentice Base Wage	Heartin	Pension	Unemployment	Total Rate
	\$16.44	\$7.45	\$0.00	\$0.00	\$23.89
	\$18.27	\$7.45	\$0.00	\$0.00	\$25.72
	\$20.09	\$8.52	\$6.00	\$0.00	\$34.61
	\$21.92	\$8.52	\$6.00	\$0.00	\$36.44
	\$23.74	\$8.52	\$6.25	\$0.00	\$38.51
	\$25.57	\$8.52	\$6.25	\$0.00	\$40.34
	\$27.40	\$8.52	\$6.25	\$0.00	\$42.17
	\$29.22	\$8.52	\$6.25	\$0.00	\$43.99
	\$31.05	\$8.52	\$6.25	\$0.00	\$45.82
	\$32.88	\$8.52	\$6.25	\$0.00	\$47.65
ate - 04/01/2014				Supplemental	
cent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
	\$16.77	\$7.45	\$0.00	\$0.00	\$24.22
	\$18.63	\$7.45	\$0.00	\$0.00	\$26.08
	\$20.49	\$8.52	\$6.00	\$0.00	\$35.01
	\$22.36	\$8.52	\$6.00	\$0.00	\$36.88
	\$24.22	\$8.52	\$6.25	\$0.00	\$38.99
	\$26.08	\$8.52	\$6.25	\$0.00	\$40.85
	\$27.95	\$8.52	\$6.25	\$0.00	\$42.72
	\$29.81	\$8.52	\$6.25	\$0.00	\$44.58
	\$31.67	\$8.52	\$6.25	\$0.00	\$46.44
	\$33.53	\$8.52	\$6.25	\$0.00	\$48.30
to Journeyworker Ratio: 1-1					
	ate - 04/01/2014 cent	\$18.27 \$20.09 \$21.92 \$23.74 \$25.57 \$27.40 \$29.22 \$31.05 \$32.88 ate - 04/01/2014 cent Apprentice Base Wage \$16.77 \$18.63 \$20.49 \$22.36 \$24.22 \$26.08 \$27.95 \$29.81 \$31.67 \$33.53	\$18.27 \$7.45 \$20.09 \$8.52 \$21.92 \$8.52 \$23.74 \$8.52 \$25.57 \$8.52 \$27.40 \$8.52 \$29.22 \$8.52 \$31.05 \$8.52 \$32.88 \$8.52 \$32.88 \$8.52 ate - 04/01/2014 cent Apprentice Base Wage Health \$16.77 \$7.45 \$18.63 \$7.45 \$20.49 \$8.52 \$22.36 \$8.52 \$24.22 \$8.52 \$24.22 \$8.52 \$24.22 \$8.52 \$27.95 \$8.52 \$29.81 \$8.52 \$29.81 \$8.52 \$31.67 \$8.52 \$33.53 \$8.52	\$18.27 \$7.45 \$0.00 \$20.09 \$8.52 \$6.00 \$21.92 \$8.52 \$6.00 \$23.74 \$8.52 \$6.25 \$25.57 \$8.52 \$6.25 \$27.40 \$8.52 \$6.25 \$29.22 \$8.52 \$6.25 \$31.05 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$32.88 \$8.52 \$6.25 \$33.67 \$8.52 \$6.25 \$33.53 \$8.52 \$6.25 \$33.53 \$8.52 \$6.25	\$18.27 \$7.45 \$0.00 \$0.00 \$20.00 \$20.00 \$20.00 \$8.52 \$6.00 \$0.00 \$21.92 \$8.52 \$6.00 \$0.00 \$23.74 \$8.52 \$6.25 \$0.00 \$25.57 \$8.52 \$6.25 \$0.00 \$27.40 \$8.52 \$6.25 \$0.00 \$29.22 \$8.52 \$6.25 \$0.00 \$31.05 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.49 \$8.52 \$6.00 \$0.00 \$32.49 \$8.52 \$6.00 \$0.00 \$32.49 \$8.52 \$6.00 \$0.00 \$32.42 \$8.52 \$6.25 \$0.00 \$32.42 \$8.52 \$6.25 \$0.00 \$32.42 \$8.52 \$6.25 \$0.00 \$32.42 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$32.88 \$8.52 \$6.25 \$0.00 \$33.67 \$8.52 \$6.25 \$0.00 \$33.67 \$8.52 \$6.25 \$0.00 \$33.53

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TERRAZZO FINISHERS	09/02/2013	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
BRICKLAYERS LOCAL 3 (SPR/PITT) - MARBLE & TILE	03/03/2014	\$29.94	\$10.18	\$16.01	\$0.00	\$56.13
	09/01/2014	\$30.85	\$10.18	\$16.07	\$0.00	\$57.10
	03/02/2015	\$31.41	\$10.18	\$16.07	\$0.00	\$57.66
	08/31/2015	\$32.32	\$10.18	\$16.13	\$0.00	\$58.63
	02/29/2016	\$32.89	\$10.18	\$16.13	\$0.00	\$59.20
	09/05/2016	\$33.80	\$10.18	\$16.20	\$0.00	\$60.18
	02/27/2017	\$34.37	\$10.18	\$16.20	\$0.00	\$60.75

Apprentice - *MARBLE-TILE-TERRAZZO FINISHER-Local 3 Marble/Tile (Spr/Pitt)*

enecu Step	ve Date - percent	09/02/2013	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50		\$14.97	\$10.18	\$16.01	\$0.00	\$41.16
2	60		\$17.96	\$10.18	\$16.01	\$0.00	\$44.15
3	70		\$20.96	\$10.18	\$16.01	\$0.00	\$47.15
4	80		\$23.95	\$10.18	\$16.01	\$0.00	\$50.14
5	90		\$26.95	\$10.18	\$16.01	\$0.00	\$53.14
Effecti	ve Date -	03/03/2014				Supplemental	
Step	percent		Apprentice Base Wage	Health	Pension	Unemployment	Total Rate
1	50		\$14.97	\$10.18	\$16.01	\$0.00	\$41.16
2	60		\$17.96	\$10.18	\$16.01	\$0.00	\$44.15
3	70		\$20.96	\$10.18	\$16.01	\$0.00	\$47.15
4	80		\$23.95	\$10.18	\$16.01	\$0.00	\$50.14
5	90		\$26.95	\$10.18	\$16.01	\$0.00	\$53.14
Notes:						. — — — —	

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$34.70	\$7.30	\$12.90	\$0.00	\$54.90
LABORERS - FOUNDATION AND MARINE	06/01/2014	\$35.45	\$7.30	\$12.90	\$0.00	\$55.65
	12/01/2014	\$36.20	\$7.30	\$12.90	\$0.00	\$56.40
	06/01/2015	\$36.95	\$7.30	\$12.90	\$0.00	\$57.15
	12/01/2015	\$37.70	\$7.30	\$12.90	\$0.00	\$57.90
	06/01/2016	\$38.45	\$7.30	\$12.90	\$0.00	\$58.65
	12/01/2016	\$39.45	\$7.30	\$12.90	\$0.00	\$59.65
For apprentice rates see "Apprentice- LABORER"						
TEST BORING DRILLER HELPER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.42	\$7.30	\$12.90	\$0.00	\$53.62
	06/01/2014	\$34.17	\$7.30	\$12.90	\$0.00	\$54.37
	12/01/2014	\$34.92	\$7.30	\$12.90	\$0.00	\$55.12
	06/01/2015	\$35.67	\$7.30	\$12.90	\$0.00	\$55.87
	12/01/2015	\$36.42	\$7.30	\$12.90	\$0.00	\$56.62
	06/01/2016	\$37.17	\$7.30	\$12.90	\$0.00	\$57.37
	12/01/2016	\$38.17	\$7.30	\$12.90	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER LABORERS - FOUNDATION AND MARINE	12/01/2013	\$33.30	\$7.30	\$12.90	\$0.00	\$53.50
	06/01/2014	\$34.05	\$7.30	\$12.90	\$0.00	\$54.25
	12/01/2014	\$34.80	\$7.30	\$12.90	\$0.00	\$55.00
	06/01/2015	\$35.55	\$7.30	\$12.90	\$0.00	\$55.75
	12/01/2015	\$36.30	\$7.30	\$12.90	\$0.00	\$56.50
	06/01/2016	\$37.05	\$7.30	\$12.90	\$0.00	\$57.25
To the state of Laboretti	12/01/2016	\$38.05	\$7.30	\$12.90	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS OPERATING ENGINEERS LOCAL 98	12/01/2013	\$30.54	\$9.70	\$10.46	\$0.00	\$50.70
	06/01/2014	\$31.49	\$9.70	\$10.46	\$0.00	\$51.65
	12/01/2014	\$32.44	\$9.70	\$10.46	\$0.00	\$52.60
	06/01/2015	\$33.44	\$9.70	\$10.46	\$0.00	\$53.60
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$34.44	\$9.70	\$10.46	\$0.00	\$54.60
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2012	¢21.02	¢0.41	\$8.80	\$0.00	\$50.02
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2013	\$31.82	\$9.41			\$50.03
	06/01/2014	\$32.17	\$9.41	\$8.80	\$0.00	\$50.38
	08/01/2014	\$32.17	\$9.91	\$8.80	\$0.00	\$50.88
	12/01/2014	\$32.17	\$9.91	\$9.33	\$0.00	\$51.41
	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TUNNEL WORK - COMPRESSED AIR	12/01/2013	\$45.58	\$7.30	\$13.30	\$0.00	\$66.18
LABORERS (COMPRESSED AIR)	06/01/2014	\$46.33	\$7.30	\$13.30	\$0.00	\$66.93
	12/01/2014	\$47.08	\$7.30	\$13.30	\$0.00	\$67.68
	06/01/2015	\$47.83	\$7.30	\$13.30	\$0.00	\$68.43
	12/01/2015	\$48.58	\$7.30	\$13.30	\$0.00	\$69.18
	06/01/2016	\$49.33	\$7.30	\$13.30	\$0.00	\$69.93
	12/01/2016	\$50.33	\$7.30	\$13.30	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) LABORERS (COMPRESSED AIR)	12/01/2013	\$47.58	\$7.30	\$13.30	\$0.00	\$68.18
LABORERS (COMI RESSED AIR)	06/01/2014	\$48.33	\$7.30	\$13.30	\$0.00	\$68.93
	12/01/2014	\$49.08	\$7.30	\$13.30	\$0.00	\$69.68
	06/01/2015	\$49.83	\$7.30	\$13.30	\$0.00	\$70.43
	12/01/2015	\$50.58	\$7.30	\$13.30	\$0.00	\$71.18
	06/01/2016	\$51.33	\$7.30	\$13.30	\$0.00	\$71.93
	12/01/2016	\$52.33	\$7.30	\$13.30	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR Laborers (free air tunnel)	12/01/2013	\$37.65	\$7.30	\$13.30	\$0.00	\$58.25
	06/01/2014	\$38.40	\$7.30	\$13.30	\$0.00	\$59.00
	12/01/2014	\$39.15	\$7.30	\$13.30	\$0.00	\$59.75
	06/01/2015	\$39.90	\$7.30	\$13.30	\$0.00	\$60.50
	12/01/2015	\$40.65	\$7.30	\$13.30	\$0.00	\$61.25
	06/01/2016	\$41.40	\$7.30	\$13.30	\$0.00	\$62.00
For apprentice rates see "Apprentice- LABORER"	12/01/2016	\$42.40	\$7.30	\$13.30	\$0.00	\$63.00
ΓUNNEL WORK - FREE AIR (HAZ. WASTE)	12/01/2013	\$39.65	\$7.30	\$13.30	\$0.00	\$60.25
LABORERS (FREE AIR TUNNEL)	06/01/2014	\$40.40	\$7.30	\$13.30	\$0.00	\$61.00
	12/01/2014	\$41.15	\$7.30	\$13.30	\$0.00	\$61.75
	06/01/2015	\$41.90	\$7.30	\$13.30	\$0.00	\$62.50
	12/01/2015	\$42.65	\$7.30	\$13.30	\$0.00	\$63.25
	06/01/2016	\$43.40	\$7.30	\$13.30	\$0.00	\$64.00
	12/01/2016	\$44.40	\$7.30	\$13.30	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"	12/01/2010	Ψ	Ψ7.50	•	*****	Ψου.σο
VAC-HAUL	12/01/2013	\$31.24	\$9.41	\$8.80	\$0.00	\$49.45
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.59	\$9.41	\$8.80	\$0.00	\$49.80
	08/01/2014	\$31.59	\$9.91	\$8.80	\$0.00	\$50.30
	12/01/2014	\$31.59	\$9.91	\$9.33	\$0.00	\$50.83
	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
WAGON DRILL OPERATOR (HEAVY & HIGHWAY)	12/01/2013	\$24.42	\$7.30	\$11.75	\$0.00	\$43.47
LABORERS - ZONE 4 (HEAVY & HIGHWAY)	06/01/2014	\$24.92	\$7.30	\$11.75	\$0.00	\$43.97
	12/01/2014	\$25.42	\$7.30	\$11.75	\$0.00	\$44.47
	06/01/2015	\$25.92	\$7.30	\$11.75	\$0.00	\$44.97
	12/01/2015	\$26.42	\$7.30	\$11.75	\$0.00	\$45.47
	06/01/2016	\$26.92	\$7.30	\$11.75	\$0.00	\$45.97
	12/01/2016	\$27.67	\$7.30	\$11.75	\$0.00	\$46.72
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)						
WATER METER INSTALLER PLUMBERS & PIPEFITTERS LOCAL 104 WESTERN DIVISION	09/17/2013	\$34.78	\$8.30	\$13.75	\$0.00	\$56.83
The marks with the first that the fi	03/17/2014	\$35.28	\$8.30	\$13.75	\$0.00	\$57.33
	09/17/2014	\$35.78	\$8.30	\$13.75	\$0.00	\$57.83
	03/17/2015	\$36.53	\$8.30	\$13.75	\$0.00	\$58.58
	09/17/2015	\$37.28	\$8.30	\$13.75	\$0.00	\$59.33
	03/17/2016	\$38.28	\$8.30	\$13.75	\$0.00	\$60.33
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASF	ITTER"					
Rental of Equipment - West (2 AXLE) DRIVER - EQUIPMENT	12/01/2012	ф20.05	ΦΟ 41	\$0.00	£0.00	Φ40.2 <i>C</i>
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2013	\$30.95	\$9.41	\$0.00	\$0.00	\$40.36
	06/01/2014	\$31.30	\$9.41	\$0.00	\$0.00	\$40.71
	08/01/2014	\$31.30	\$9.91	\$0.00	\$0.00	\$41.21
	12/01/2014	\$31.30	\$9.91	\$0.00	\$0.00	\$41.21
	06/01/2015	\$31.65	\$9.91	\$0.00	\$0.00	\$41.56
	08/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2013	\$31.02	\$9.41	\$0.00	\$0.00	\$40.43
	06/01/2014	\$31.37	\$9.41	\$0.00	\$0.00	\$40.78
	08/01/2014	\$31.37	\$9.91	\$0.00	\$0.00	\$41.28
	12/01/2014	\$31.37	\$9.91	\$0.00	\$0.00	\$41.28
	06/01/2015	\$31.72	\$9.91	\$0.00	\$0.00	\$41.63
	08/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	\$42.63
	08/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2013	\$31.14	\$9.41	\$0.00	\$0.00	\$40.55
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.49	\$9.41	\$0.00	\$0.00	\$40.90
	08/01/2014	\$31.49	\$9.91	\$0.00	\$0.00	\$41.40
	12/01/2014	\$31.49	\$9.91	\$0.00	\$0.00	\$41.40
	06/01/2015	\$31.84	\$9.91	\$0.00	\$0.00	\$41.75
	08/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12,01,2010	ΨυΔ.υπ	Ψ10.71	20.00	\$0.00	ψ 1.2.22

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
BACKHOE/FRONT-END LOADER OPERATOR	12/01/2013	\$31.68	\$9.70	\$0.00	\$0.00	\$41.38
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.63	\$9.70	\$0.00	\$0.00	\$42.33
	12/01/2014	\$33.58	\$9.70	\$0.00	\$0.00	\$43.28
	06/01/2015	\$34.58	\$9.70	\$0.00	\$0.00	\$44.28
	12/01/2015	\$35.58	\$9.70	\$0.00	\$0.00	\$45.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BATCH/CEMENT PLANT - ON SITE OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
OF EKATING ENGINEERS ECCAL 90	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
	12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
	06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
	12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$44.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/POWER SHOVEL/TREE SHREDDER /CLAM SHELLOPERATING	12/01/2013	\$31.68	\$9.70	\$0.00	\$0.00	\$41.38
ENGINEERS LOCAL 98	06/01/2014	\$32.63	\$9.70	\$0.00	\$0.00	\$42.33
	12/01/2014	\$33.58	\$9.70	\$0.00	\$0.00	\$43.28
	06/01/2015	\$34.58	\$9.70	\$0.00	\$0.00	\$44.28
	12/01/2015	\$35.58	\$9.70	\$0.00	\$0.00	\$45.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
01 21011210 210112210 2001270	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
	12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
	06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
	12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$44.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CRANE OPERATOR OPERATING ENGINEERS LOCAL 98	12/01/2013	\$35.18	\$9.70	\$0.00	\$0.00	\$44.88
	06/01/2014	\$36.63	\$9.70	\$0.00	\$0.00	\$46.33
	12/01/2014	\$37.58	\$9.70	\$0.00	\$0.00	\$47.28
	06/01/2015	\$38.58	\$9.70	\$0.00	\$0.00	\$48.28
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$39.58	\$9.70	\$0.00	\$0.00	\$49.28
DIVER	08/01/2013	\$56.14	\$9.80	\$0.00	\$0.00	\$65.94
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$58.24	\$9.80	\$0.00	\$0.00	\$68.04
	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14
DIVER TENDER	08/01/2013	\$40.10	\$9.80	\$0.00	\$0.00	\$49.90
PILE DRIVER LOCAL 56 (ZONE 3)	08/01/2014	\$41.60	\$9.80	\$0.00	\$0.00	\$51.40
	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
FIREMAN	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
	12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
	06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
	12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$43.75 \$44.75
	12/01/2013	φ33.03	φ 3. /U	ψ0.00	φυ.υυ	Ф 11. /3

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Apprentice - OPERATING ENGINEERS - Local 98 Class 3 12/01/2013 **Effective Date -**Supplemental Apprentice Base Wage Health Unemployment Total Rate Step percent Pension 1 60 \$18.69 \$28.39 \$9.70 \$0.00 \$0.00 2 70 \$9.70 \$21.81 \$0.00 \$0.00 \$31.51 3 80 \$24.92 \$9.70 \$0.00 \$0.00 \$34.62 4 90 \$28.04 \$9.70 \$0.00 \$0.00 \$37.74 06/01/2014 **Effective Date -**Supplemental Unemployment Total Rate Step percent Apprentice Base Wage Health Pension 1 60 \$19.26 \$9.70 \$0.00 \$0.00 \$28.96 2 70 \$22.47 \$9.70 \$0.00 \$0.00 \$32.17 3 80 \$25.68 \$0.00 \$9.70 \$0.00 \$35.38 4 90 \$28.89 \$9.70 \$0.00 \$0.00 \$38.59 Notes: Steps 1-2 are 1000 hrs.; Steps 3-4 are 2000 hrs. Apprentice to Journeyworker Ratio:1:6 FLAGGER & SIGNALER (HEAVY & HIGHWAY) \$0.00 \$0.00 12/01/2013 \$20.50 \$7.30 \$27.80 LABORERS - ZONE 4 (HEAVY & HIGHWAY) \$0.00 \$0.00 06/01/2014 \$20.50 \$7.30 \$27.80 \$0.00 12/01/2014 \$20.50 \$7.30 \$0.00 \$27.80 06/01/2015 \$20.50 \$7.30 \$0.00 \$0.00 \$27.80 12/01/2015 \$20.50 \$7.30 \$0.00 \$0.00 \$27.80 06/01/2016 \$20.50 \$7.30 \$0.00 \$0.00 \$27.80 \$0.00 12/01/2016 \$20.50 \$7.30 \$0.00 \$27.80 For apprentice rates see "Apprentice- LABORER (Heavy and Highway) FORK LIFT/CHERRY PICKER \$0.00 \$0.00 12/01/2013 \$31.37 \$9.70 \$41.07 27F WEST OPERATING ENGINEERS LOCAL 98 06/01/2014 \$32.32 \$9.70 \$0.00 \$0.00 \$42.02 12/01/2014 \$9.70 \$0.00 \$0.00 \$42.97 \$33.27 \$0.00 \$0.00 06/01/2015 \$34.27 \$9.70 \$43.97 12/01/2015 \$0.00 \$0.00 \$35.27 \$9.70 \$44.97 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GENERATORS/LIGHTING PLANTS 12/01/2013 \$0.00 \$0.00 \$27.92 \$9.70 \$37.62 OPERATING ENGINEERS LOCAL 98 06/01/2014 \$0.00 \$0.00 \$28.87 \$9.70 \$38.57 \$0.00 \$0.00 12/01/2014 \$29.82 \$9.70 \$39.52 06/01/2015 \$30.82 \$0.00 \$0.00 \$9.70 \$40.52 12/01/2015 \$31.82 \$9.70 \$0.00 \$0.00 \$41.52 For apprentice rates see "Apprentice- OPERATING ENGINEERS" GRADER/TRENCHING MACHINE/DERRICK 12/01/2013 \$31.68 \$9.70 \$0.00 \$0.00 \$41.38 OPERATING ENGINEERS LOCAL 98 06/01/2014 \$32.63 \$9.70 \$0.00 \$0.00 \$42.33 12/01/2014 \$0.00 \$0.00 \$33.58 \$9.70 \$43.28 \$0.00 \$0.00 06/01/2015 \$9.70 \$44.28 \$34.58 \$0.00 12/01/2015 \$35.58 \$9.70 \$0.00 \$45.28 For apprentice rates see "Apprentice- OPERATING ENGINEERS"

LABORERS - ZONE 4 (BUILDING & SITE)			4	Φ7.50			Φ50.50	
		06/01/2014	\$23.95	\$7.30	\$0.00	\$0.00	\$31.25	
			12/01/2014	\$24.70	\$7.30	\$0.00	\$0.00	\$32.00
	Appre	entice - LABORER - Zone 4 Building	and Site					
	Effect	ive Date - 12/01/2013				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$13.92	\$7.30	\$0.00	\$0.00	\$21.22	
	2	70	\$16.24	\$7.30	\$0.00	\$0.00	\$23.54	
	3	80	\$18.56	\$7.30	\$0.00	\$0.00	\$25.86	
	4	90	\$20.88	\$7.30	\$0.00	\$0.00	\$28.18	
	Effect	ive Date - 06/01/2014				Supplemental		
	Step	percent	Apprentice Base Wage	Health	Pension	Unemployment	Total Rate	
	1	60	\$14.37	\$7.30	\$0.00	\$0.00	\$21.67	
	2	70	\$16.77	\$7.30	\$0.00	\$0.00	\$24.07	
	3	80	\$19.16	\$7.30	\$0.00	\$0.00	\$26.46	
	4	90	\$21.56	\$7.30	\$0.00	\$0.00	\$28.86	
	Notes	-						
	Appro	entice to Journeyworker Ratio:1:5						
		k HIGHWAY)	12/01/2013	\$24.17	\$7.30	\$0.00	\$0.00	\$31.47
LABORERS - ZON	E 4 (HEA)	Y & HIGHWAY)	06/01/2014	\$24.67	\$7.30	\$0.00	\$0.00	\$31.97
			12/01/2014	\$25.17	\$7.30	\$0.00	\$0.00	\$32.47
			06/01/2015	\$25.67	\$7.30	\$0.00	\$0.00	\$32.97
			12/01/2015	\$26.17	\$7.30	\$0.00	\$0.00	\$33.47
			06/01/2016	\$26.67	\$7.30	\$0.00	\$0.00	\$33.97
			12/01/2016	\$27.42	\$7.30	\$0.00	\$0.00	\$34.72

Effective Date Base Wage

\$23.20

12/01/2013

Classification

LABORER

Supplemental

\$0.00

Unemployment

Pension

\$0.00

Health

\$7.30

Total Rate

\$30.50

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	Effecti Step	ve Date - 12/01/2013 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3cp}{1}$	60	\$14.50	\$7.30	\$0.00	\$0.00	\$21.80	
	2	70	\$14.30 \$16.92	\$7.30	\$0.00	\$0.00	\$21.80	
	3	80	\$10.32 \$19.34					
	4	90	\$19.34 \$21.75	\$7.30 \$7.30	\$0.00 \$0.00	\$0.00 \$0.00	\$26.64 \$29.05	
			Ψ21.73	Ψ7.30	Ψ0.00	ψ0.00	Ψ29.00	
	Effecti Step	ve Date - 06/01/2014 percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate	
	$\frac{3 \text{ GP}}{1}$	60	\$14.80	\$7.30	\$0.00	\$0.00	\$22.10	
	2	70	\$17.27	\$7.30	\$0.00	\$0.00	\$24.57	
	3	80	\$19.74	\$7.30	\$0.00	\$0.00	\$27.04	
	4	90	\$22.20	\$7.30	\$0.00	\$0.00	\$27.04	
			\$22.20	\$7.50	\$0.00	Ψ0.00	Ψ27.30	
	Notes:						į	
	Appre	ntice to Journeyworker Ratio:	1:5					
		/BOOM TRUCK	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
PERATING ENGI	NEERS LC	OCAL 98	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
			12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
			06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
_			12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$44.75
For apprentice ILER	rates see "	Apprentice- OPERATING ENGINEER				00.00		
ILEK PERATING ENGI	NEERS LC	OCAL 98	12/01/2013			\$0.00	\$0.00	\$36.54
			06/01/2014			\$0.00	\$0.00	\$37.49
			12/01/2014		*****	\$0.00	\$0.00	\$38.44
			06/01/2015			\$0.00	\$0.00	\$39.44
For apprentice	rates see "	Apprentice- OPERATING ENGINEER	12/01/2015 S"	\$30.74	\$9.70	\$0.00	\$0.00	\$40.44
		TEN EQUIPMENT - CLASS VI	12/01/2013	\$24.86	\$9.70	\$0.00	\$0.00	\$34.56
PERATING ENGL	NEERS LC	OCAL 98	06/01/2014	\$25.81	\$9.70	\$0.00	\$0.00	\$35.51
			12/01/2014	\$26.76	\$9.70	\$0.00	\$0.00	\$36.46
			06/01/2015	\$27.76	\$9.70	\$0.00	\$0.00	\$37.46
			12/01/2015	\$28.76	\$9.70	\$0.00	\$0.00	\$38.46
		Apprentice- OPERATING ENGINEER						
		UCKS DRIVER IL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
JMP OPERA	,		12/01/2013	\$31.68	\$9.70	\$0.00	\$0.00	\$41.38
PERATING ENGL	NEERS LC	JCAL 98	06/01/2014	\$32.63	\$9.70	\$0.00	\$0.00	\$42.33
			12/01/2014	\$33.58	\$9.70	\$0.00	\$0.00	\$43.28
			06/01/2015	\$34.58	\$9.70	\$0.00	\$0.00	\$44.28
			12/01/2015	\$35.58	\$9.70	\$0.00	\$0.00	\$45.28

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
	12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
	06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$44.75
ROLLER OPERATOR	12/01/2013	\$30.54	\$9.70	\$0.00	\$0.00	\$40.24
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$31.49	\$9.70	\$0.00	\$0.00	\$41.19
	12/01/2014	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
	06/01/2015	\$33.44	\$9.70	\$0.00	\$0.00	\$43.14
	12/01/2015	\$34.44	\$9.70	\$0.00	\$0.00	\$44.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"			*****			
SCRAPER	12/01/2013	\$31.15	\$9.70	\$0.00	\$0.00	\$40.85
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$32.10	\$9.70	\$0.00	\$0.00	\$41.80
	12/01/2014	\$33.05	\$9.70	\$0.00	\$0.00	\$42.75
	06/01/2015	\$34.05	\$9.70	\$0.00	\$0.00	\$43.75
	12/01/2015	\$35.05	\$9.70	\$0.00	\$0.00	\$44.75
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
SELF-PROPELLED POWER BROOM OPERATING ENGINEERS LOCAL 98	12/01/2013	\$27.92	\$9.70	\$0.00	\$0.00	\$37.62
3.1.1.1.0 2.10.1.122.8 20 0.12 / 0	06/01/2014	\$28.87	\$9.70	\$0.00	\$0.00	\$38.57
	12/01/2014	\$29.82	\$9.70	\$0.00	\$0.00	\$39.52
	06/01/2015	\$30.82	\$9.70	\$0.00	\$0.00	\$40.52
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$31.82	\$9.70	\$0.00	\$0.00	\$41.52
SPECIALIZED EARTH MOVING EQUIP < 35 TONS	10/01/0013	Ф21.24	ΦΟ 41	\$0.00	¢0.00	Φ40.67
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2013	\$31.24	\$9.41	\$0.00	\$0.00	\$40.65
	06/01/2014	\$31.59	\$9.41	\$0.00	\$0.00	\$41.00
	08/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	12/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00 \$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41		\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2013	\$31.53	\$9.41	\$0.00	\$0.00	\$40.94
	06/01/2014	\$31.88	\$9.41	\$0.00	\$0.00	\$41.29
	08/01/2014	\$31.88	\$9.91	\$0.00	\$0.00	\$41.79
	12/01/2014	\$31.88	\$9.91	\$0.00	\$0.00	\$41.79
	06/01/2015	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14 \$42.64
	08/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64

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Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TRACTORS	12/01/2013	\$30.54	\$9.70	\$0.00	\$0.00	\$40.24
OPERATING ENGINEERS LOCAL 98	06/01/2014	\$31.49	\$9.70	\$0.00	\$0.00	\$41.19
	12/01/2014	\$32.44	\$9.70	\$0.00	\$0.00	\$42.14
	06/01/2015	\$33.44	\$9.70	\$0.00	\$0.00	\$43.14
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2015	\$34.44	\$9.70	\$0.00	\$0.00	\$44.14
TRAILERS FOR EARTH MOVING EQUIPMENT	12/01/2013	\$31.82	\$9.41	\$0.00	\$0.00	\$41.23
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$32.17	\$9.41	\$0.00	\$0.00	\$41.58
	08/01/2014	\$32.17	\$9.91	\$0.00	\$0.00	\$42.08
	12/01/2014	\$32.17	\$9.91	\$0.00	\$0.00	\$42.08
	06/01/2015	\$32.52	\$9.91	\$0.00	\$0.00	\$42.43
	08/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	\$43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/29/2012	\$17.18	\$3.37	\$0.00	\$0.00	\$20.55
This classification applies only to the trimming of branches on and around utility lines.						
TREE TRIMMER GROUNDMAN OUTSIDE ELECTRICAL WORKERS - WEST LOCAL 42	01/29/2012	\$15.15	\$3.37	\$0.00	\$0.00	\$18.52
This classification applies only to the trimming of branches on and around utility lines.						
VAC-HAUL/CATCH BASIN CLEANING	12/01/2013	\$31.24	\$9.41	\$0.00	\$0.00	\$40.65
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	06/01/2014	\$31.59	\$9.41	\$0.00	\$0.00	\$41.00
	08/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	12/01/2014	\$31.59	\$9.91	\$0.00	\$0.00	\$41.50
	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

 $All \ apprentices \ must be \ registered \ with \ the \ Division \ of \ Apprentices hip \ Training \ in \ accordance \ with \ M.G.L. \ c. \ 23, \ ss. \ 11E-11L.$

All steps are six months (1000 hours) unless otherwise specified.

- * Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- ** Multiple ratios are listed in the comment field.
- *** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.
- **** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

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